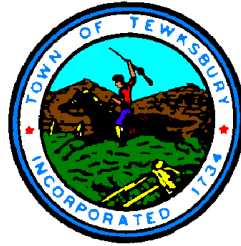


**TOWN OF TEWKSBURY  
DEPARTMENT OF PUBLIC WORKS**

**999 WHIPPLE ROAD  
TEWKSBURY, MASSACHUSETTS 01876**



**ANDOVER ST. / NORTH ST. TRAFFIC SIGNAL IMPROVEMENTS  
PROJECT  
CONTRACT PW-25-03**

**TOWN MANAGER  
RICHARD A. MONTUORI**

**DIRECTOR OF PUBLIC WORKS  
KEVIN HARDIMAN**

**BID AND CONTRACT DOCUMENTS  
OCTOBER 23<sup>rd</sup>, 2024**

**Name of Bidder\_\_\_\_\_**

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**TOWN OF TEWKSBURY, MASSACHUSETTS  
DEPARTMENT OF PUBLIC WORKS  
ANDOVER ST. / NORTH ST. TRAFFIC SIGNAL  
IMPROVEMENTS PROJECT  
CONTRACT PW-25-03**

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**TOWN OF TEWKSBURY, MASSACHUSETTS  
DEPARTMENT OF PUBLIC WORKS  
ANDOVER ST. / NORTH ST. TRAFFIC SIGNAL  
IMPROVEMENTS PROJECT  
CONTRACT PW-25-03**

Outline List of Essential Contract Dates

Item	Date	Amount
Bid Documents Available at Accent Printing <a href="https://www.accentblueprints.com/projects/public">https://www.accentblueprints.com/projects/public</a>	10-23-2024 at 2:00 PM	N/A
Pre-Bid Meeting	N/A	N/A
Bid Opening	11-20-2024 at 2:00 PM	N/A
Beginning of Work	Anticipated January 6, 2025	N/A
Conclusion of Work	June 27 <sup>th</sup> , 2025	N/A
Liquidated Damages	After June 27, 2025	\$ 500.00 per working day

Beginning of Work is subject to local, state, and federal permitting approvals.

Working days are Monday through Friday from 7:00 AM to 3:30 PM, excluding Town observed holidays. Any work outside of these hours must be pre-approved by Director of Public Works

Bid Opening will be held at the Tewksbury Department of Public Works, 999 Whipple Road, Tewksbury, MA 01876 on November 20<sup>th</sup>, 2024 at 2:00 PM.

# BIDDING AND CONTRACT REQUIREMENTS

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**TOWN OF TEWKSBURY, MASSACHUSETTS  
DEPARTMENT OF PUBLIC WORKS  
ANDOVER ST. / NORTH ST. TRAFFIC SIGNAL  
IMPROVEMENTS PROJECT  
CONTRACT PW-25-03**

**SECTION 00020**

**INVITATION TO BID**

Sealed Bids for Andover Street/North Street Traffic Signal Improvements Project, Contract PW-25-03, will be received by the Town of Tewksbury at the Department of Public Works, 999 Whipple Road, Tewksbury, MA 01876, **until 2:00 p.m., on Wednesday, November 20, 2024**, at that time and place Bids will be publicly opened and read aloud.

The work under this contract consists of furnishing all necessary labor, materials, tools, and equipment to complete traffic signal improvements as described under the Andover Street / North Street Traffic Signal Improvements Project, Contract PW-25-03. The work includes but is not limited to the replacement of the existing malfunction management units (mmu), installation of a controller in the existing controller cabinet, updates to signal timing, installation of new 3-section signal heads and 4-section signal heads on existing mast arms, new pedestrian signal heads and a pushbutton on a new post, installation of new signage on the existing mast arm, a 360 video detection camera mounted with extension bracket, and the installation of ramps at the crosswalk with detectable warning panels that are in accordance with MassDOT construction specifications, and all else necessary for the successful completion of the work. No guarantees are made for the amount of work to be done. Final quantities will be determined by the Engineer based on bid pricing received. The Owner does not guarantee a specific quantity to be purchased, or items to be used.

Contract Documents are available after 2:00 p.m. local time on Wednesday, October 23, 2024 by going <https://www.accentblueprints.com/projects/public> and following the prompts to a free downloadable bid set. Contact Accent Printing or call 978-362-8038 for distribution questions. No monetary deposit is required to obtain the documents. Contract Documents may also be examined, but not obtained, at the DPW office during the following hours: 7:00 a.m. – 3:30 p.m. Monday through Friday.

Each Bid shall be submitted in accordance with the Instructions to Bidders and shall be accompanied by a Bid Security in form of a certified check, cashier's check or security bond in the amount of 5 percent of the Bid.

This contract has been written in conformance with the COMMONWEALTH OF MASSACHUSETTS DEPARTMENT OF TRANSPORTATION STANDARD SPECIFICATIONS FOR HIGHWAYS AND BRIDGES, 2024 EDITION; SUPPLEMENTAL SPECIFICATIONS, DATED JUNE 30, 2024; MASSACHUSETTS DEPARTMENT OF TRANSPORTATION CONSTRUCTION STANDARD DETAILS, DATED OCTOBER 2017. Additional supplemental specifications have been added where applicable and will govern in the contract.

Bidders may not withdraw their Bids for a period of 45 days, excluding Saturdays, Sundays and legal holidays, after the actual date of the opening of the Bids. Complete instructions for filing Bids are included in the Instructions to Bidders.

Minimum Wage Rates as determined by the Commissioner of the Department of Labor and Workforce Development under the provision of the M.G.L. c.149, §26 to 27D, as amended, apply to this project. It is the responsibility of the Contractor, before Bid Opening to request, if necessary, any additional information on Minimum Wage Rates for those trades' people who may be employed for the proposed work under this Contract.

**MassDOT prequalification of contractors with the class of work as, Traffic Signals for the project with an estimated value of \$121,150.00 will be required.**

The Bidding and Award of this Contract will be pursuant to M.G.L. c. 30, § 39M. The Owner reserves the right, in its absolute and sole discretion, to waive any informality in or to reject any or all Bids if deemed to be in its best interest.

RICHARD A. MONTUORI  
TOWN MANAGER  
TEWKSBURY, MASSACHUSETTS



**TOWN OF TEWKSBURY, MASSACHUSETTS  
DEPARTMENT OF PUBLIC WORKS  
ANDOVER ST. / NORTH ST. TRAFFIC SIGNAL  
IMPROVEMENTS PROJECT  
CONTRACT PW-25-03**

**SECTION 00100  
INSTRUCTIONS TO BIDDERS**

Article 1. Acceptance or Rejection of Bids

Town of Tewksbury, Massachusetts acting through its Town Manager (“Owner”), reserves the right to reject any or all Bids and to accept any Bid in whole or in part which it considers to serve the best interest of the Owner.

Any Bid which is not according to the prescribed form, not properly signed, or otherwise contrary to instruction may be rejected by the Owner.

More than one Bid from the same Bidder whether or not the same or different names appear on the signature page shall not be considered. Reasonable proof, in the determination of the Owner that establishes that any Bidder has a financial interest in more than one Bid shall cause the rejection of said Bids made by such Bidder directly or indirectly.

Any or all Bids shall be rejected if there is reason for the Owner to believe that collusion may exist among the Bidders.

Article 2. Preparation of Bid

Each bid shall be submitted on the forms attached to these documents. The bid forms shall not be removed and submitted separately from the other documents. All blank spaces for bid prices must be filled in with the unit price for the item or the lump sum for which the bid form is made. Bidders must bid on each item. All entries in the entire proposal must be made clearly, and prices must be written in both words and figures in the spaces provided.

This contract shall be in conformance with the COMMONWEALTH OF MASSACHUSETTS DEPARTMENT OF TRANSPORTATION STANDARD SPECIFICATIONS FOR HIGHWAYS AND BRIDGES, 2024 EDITION; MASSACHUSETTS DEPARTMENT OF TRANSPORTATION CONSTRUCTION STANDARD DETAILS, DATED OCTOBER 2017. Additional supplemental specifications have been added where applicable and will govern in the contract.

Article 3: Mailing or Delivery of Bids

Bids which are mailed or delivered should be addressed to the Director of Public Works, Tewksbury Department of Public Works, 999 Whipple Road, Tewksbury, MA 01876.

Regardless of the cause of delay, no Bids which are received by the Owner after the terminal time recorded herein shall be given any consideration. The Bidder is responsible for filing the Bid before **2:00 p.m., on November 20, 2024, local time.**

Article 4: Identification of Sealed Envelopes

Bids shall be placed in sealed envelopes that are marked appropriately on the outside with the name and address of the Bidder, the title of the Bid and the scheduled date for the opening of Bids. No responsibility will be attached to the Owner or its staff for the premature opening of Bids that are not properly identified. After the terminal time, Bids become the property of the Owner.

#### Article 5: Bid Forms

Bids shall be submitted on appropriate forms prepared by the Owner in order to avoid errors, misconceptions or ambiguities.

#### Article 6: Bid Prices

Bid quotations submitted on the Bid Form shall remain firm for a period of 45 days (Saturdays, Sundays, and legal holidays excluded) after the time set for the opening of Bids. A Bid Award will be made by the Owner within 45 days (Saturdays, Sundays, and legal holidays excluded) of the Bid opening.

The Bid price shall represent full compensation for all labor, tools, equipment and materials associated with the Work. The Bid price or prices shall be written both in numbers and words.

#### Article 7: Signatures on the Bid Forms

If a Bid is submitted by an individual, the full name and post office address of this person shall be designated.

If a Bid is submitted by a firm or partnership it shall be signed by a person having the legal authority to execute such a document on behalf of the Bidder. The person signing the Bid Form shall then indicate their title or position, in addition to the full name and address of the firm or partnership.

If a Bid is submitted by a corporation it shall state the name and title of the official or officials of the corporation by whom the Contract can be legally signed and be accompanied by a copy of the corporate vote granting said authority, certified by the clerk of said corporation.

#### Article 8: Modification of Bid

No modification of any Bid will be considered by the Owner unless received by the Owner prior to the time established for the opening of Bids.

#### Article 9: Subletting of Award

No subletting of the Award, or assignment of moneys due or to become due, shall be made without written consent of the Owner.

#### **Changes in the Project**

- A. The Owner without invalidating the Contract may order Changes in the Work consisting of additions, deletions, or modifications. The Contract Sum and the Contract Time may be adjusted by an amount and duration that the Owner determines is consistent with these documents.
- B. All such changes in the Work shall be authorized by written Change Order signed by the Owner as their duly authorized agent.
- C. The Contract Sum and the Contract Time may be changed only by written Change Order.
- D. The cost or credit to the Owner from a Change in the Work shall be determined by mutual agreement.

#### Article 10: Permits and Licenses

The successful Bidder shall secure, at the Bidder's own expense, all permits and licenses, pay all necessary charges and provide all notices that are due in connection with the work.

#### Article 11: Liens Demands and Permit Fees

The successful Bidder shall indemnify, defend and save the Owner harmless from all liens, demands, or permit fees in any way associated with this project. The specified services shall be furnished free and unencumbered of any charge against them.

#### Article 12: Description of Work

Each bidder shall carefully examine the information available to do the work and all conditions which may affect proper execution of the work. The purpose of this project is to provide the Owner with equipment, materials, and labor as detailed in these specifications in accordance with all applicable federal, state, and local statutes, laws and regulations. No claims for additional costs will be allowed because of lack of knowledge of the existing conditions. The Bidder, through submission of its bid, acknowledges that the nature of the work may require several mobilizations in order to complete work during the course of the contract and on this basis, the cost inherent which such mobilizations has been included by the Bidder within its stipulated bids item unit prices. The Bidder also acknowledges that the Bid quantities are good faith estimates of the work anticipated to be performed during the contract period and the Bidder shall not be entitled to any additional compensation beyond the stipulated unit prices for the actual use during the contract period of more or less quantity as herein defined.

#### Article 13: Payment and Performance Bond

A bond in the sum of the total amount of the Contract by the successful bidder and an additional bond in equal amount covering the payment for all labor, equipment, and materials used in the work will be required. These bonds must be provided by a surety company that is listed with the Commonwealth of Massachusetts Approved Surety List. These bonds will be required at the execution of the contract. Attorneys-in-fact who sign contract bonds must file with each bond a certified and effectively dated copy of their power of attorney.

#### Article 14: Laws and Regulations

The bidder's attention is directed to the fact that all applicable State laws, municipal by-laws, and the rules and regulations of all authorities having jurisdiction over construction of the project and shall apply to the contract throughout, and they will be deemed to be included in the contract the same as though herein written out in full.

#### Article 15: Withdrawal of Bids

A bidder may not withdraw its bid until after 45 consecutive calendar days after the actual date of opening of bids.

Upon proper written request and identification, bids may be withdrawn only as follows:

1. At any time prior to the designated time for the opening of bids.
2. Death or serious injury of a principal.
3. With the approval of the Town.

#### Article 16: Execution of Contract

The bidder to whom the contract is awarded will be required to execute the contract and furnish the bonds duly executed with a satisfactory surety company within 5 days, excluding Saturdays, Sundays, and legal holidays, of the date of the mailing of the notice to the bidder according to the address given by it, that the contract is ready for execution.

#### Article 17: Obligation of Bidder

At the time of the opening of bids, each bidder will be presumed to have inspected the sites and to have read and to be thoroughly familiar with the drawings and contract documents, including all referenced documents. The failure or omission of any bidder to receive or examine any form, instrument, or document shall in no way relieve any bidder from the obligation in respect to its bid.

#### Article 18: Omissions, Discrepancies, Interpretations, and Addenda

Should a Bidder find discrepancies in, or omissions from the contract documents, or should a Bidder have questions as to the interpretation of the contract documents, the Bidder shall submit such in writing to Alvaro Mendoza, Project Manager, Tewksbury Dept. of Public Works, 999 Whipple Road, Tewksbury, MA 01876 or via email to [amendoza@tewksbury-ma.gov](mailto:amendoza@tewksbury-ma.gov) by **2:00 pm on November 8, 2024**. Interpretations and responses to questions will be posted to <https://www.accentblueprints.com/projects/public> by **2:00 pm on November 13, 2024**. Acknowledgement of receipt of all addenda shall be included with the bid. Omission of the acknowledgement of receipt of all addenda shall be cause for rejections of the bid.

#### Article 19: Massachusetts Sales and Use Tax

Materials purchased for permanent installation in the work will be exempt from the Massachusetts Sales and Use tax. Each bidder shall take this exemption into account in calculating its bid for the work. The Town of Tewksbury's Sales Tax Exempt number is #04-6001322.

#### Article 20: State Tax Affidavit

Prospective bidders are required to certify that all state tax returns have been filed and all state taxes have been paid in order to be eligible to enter into a contract with the Town on this project. The form in section 00500 is to be used for this purpose and is to be completed and returned as part of the bid.

#### Article 21: Certificate of Non-Collusion

The Bidder certifies under penalties of perjury that this bid or proposal has been made and submitted in good faith and without collusion or fraud with any person. As used in this certification, the word "person" shall mean any natural person, business, partnership, corporation, union, committee, club, or other organization, entity, or group of individuals.

#### Article 22: Pre-qualifications

Bidders proposing to bid on any work to be awarded by a municipality under the provisions of M.G.L. c. 90, § 34, must be pre-qualified in accordance with 720 CMR 5.00 "Prequalification of Contractors".

Bidders may obtain plans and specifications but may not bid on the project without being listed in the official or waiver contractor lists issued by the MassDOT Prequalification Office. Any bid submitted by a Contractor who is not prequalified will be rejected.

### Article 23: Award of Contract

The Contract will be awarded to the lowest responsible and eligible bidder. Such a bidder shall possess the skill, ability, and integrity necessary for the faithful performance of the work. The term “lowest responsible and eligible bidder” as used herein shall mean the bidder whose bid is the lowest of those bidders possessing the skill, ability, and integrity to the faithful performance of the work.

In some bids packages, bids are solicited for a base bid and an alternative. If an alternative bid is published, it will be considered in this way. Upon evaluation of bids, the town will decide whether to award a contract for the base bid or for total of the base and alternates. The contact will be awarded to the lowest responsible bidder as determined by Town Engineer.

The Owner reserves the right to reject any and all bids at its sole discretion for any reason whatsoever, to waive any and all informalities if it is in Owner’s best interest to do so, and the right to disregard all nonconforming, nonresponsive or conditional Bids.

Award of the Contract is subject to the receipt of local, state, and federal permitting approvals.

### Article 24: Contractor’s Guarantee

The Contractor guarantees that the work and services to be performed under the contract, and all workmanship, materials and equipment performed, furnished, used or installed in the construction of the same shall be free from defects and flaws, and shall be performed and furnished in strict accordance with the specifications, and other contract documents, that the strength of all parts of all components and assemblies shall be adequate and as specified and that the performance test requirements of the contract shall be fulfilled. This guarantee shall be for a period of one year from and after the date of completion and acceptance of the Work.

If at any time within the said period of guarantee any part of the work requires repairing, correction or replacement, the Owner may notify the contractor in writing to make the required repairs, correction or replacements. If the contractor neglects to commence making such repairs, corrections or replacements to the satisfaction of the Owner within 7 days from the date of receipt of such notice, or having commenced fails to execute such work with diligence, the Owner may employ other persons to make said repairs, correction or replacements, and charge the costs, including compensation for additional professional services, legal or otherwise to the contractor and/or its bonding agent.

### Article 25: Hold Harmless Clause

The Contractor shall indemnify, hold harmless and defend the Owner, its agents, employees, officers, engineers and volunteers from and against any and all liabilities, claims, penalties, fines, forfeitures, suits, administrative proceedings and the costs and expenses incident thereto (including costs, of defense, settlement, and reasonable attorney’s fees) which may be alleged against the Owner, or which the Owner may incur, become responsible for, or pay out as a result of death or bodily injury to any person, destruction or damage to any property, contamination of or adverse effects on the environment, or any violation or alleged violation of governmental laws, regulations or orders caused by or resulting from the negligent acts or omission of the Contractor or any officer, employee or agent of the Contractor, or from failure or inadequacy of any equipment or material of the Contractor.

### Article 26: Time of Completion

The Bidder must agree to commence work within the time specified in the contract documents, and to fully complete the project no later than June 27, 2025 after the Notice to Proceed. See subsection 8.03, “Prosecution of Work” in MassDOT Specifications for sequence of completion.

#### Article 27: Liquidated Damages

Owner and contractor recognize that time is of the essence of this agreement and that Owner will suffer financial loss if the work is not completed within the contract time period as determined in the sole discretion of the Town. It is anticipated that the completion date shall be no later than June 27, 2025. In addition, specific items or portions of the work detailed within the Bid may require accelerated sequencing and other stipulated completion dates. They also recognize the delays, expense and difficulties involved in proving, in a legal proceeding, the actual loss suffered by Owner if the work is not completed on time. Accordingly, instead of requiring any such proof, Owner and contractor agree that as liquidated damages for delay (but not as a penalty) contractor shall pay Owner \$500.00 per day for each calendar day of delay until the work is fully complete as determined by the Town and as required by the contract document.

#### Article 28: Safety and Health Regulations

- a. This project is subject to all of the Safety and Health Regulations of the U.S. Department of Labor set forth in Title 29 CFR, Part 1926 and to all subsequent amendments and to the Massachusetts Department of Labor and Industries, Division of Industrial Safety "Rules and Regulations for the Prevention of Accidents in Construction Operations" (Chapter 454 CMR 10.0 et. seq.) and MGL Chapter 30, Section 39S. Contractors shall be familiar with the requirements of these regulations and shall ensure that all requirements are complied with.
- b. The Contractor shall comply with the Department of Labor Safety and Health Regulations for Construction promulgated under the Occupational Safety and Health Act of 1970 (PL-91-596) and under Section 107 of the Contract Work Hours and Safety Standards Act (PL-91-54). The Contractor shall have a competent person or persons, as required under the Occupational Safety and Health Act, on the project site to inspect the Work and to supervise the conformance of the Work with the regulations of the Act.
- c. The Contractor (1) shall be able to furnish labor that can work in harmony with all other elements of labor employed or to be employed in the work; (2) shall ensure that all employees to be employed at the worksite will have successfully completed a course in construction safety and health, in accordance with the regulations of the United States Occupational Safety and Health Administration, that is at least 10 hours in duration at the time the employee begins work and who shall furnish documentation of successful completion of said course with the first certified payroll report for each employee.

#### Article 29: Minimum Wage Rates

Prevailing rates for wages for work performed under this Contract will be as predetermined by the Commissioner of Labor and Workforce Development in accordance with the provisions of M.G.L. c.149 §26 to 24D inclusive. A schedule of the prevailing wages is included in Minimum Wage Rates Section 0450. The successful Contractor must agree that it will fully pay prevailing wage rates and will provide the Town and/or the Commonwealth with any and all records (including payroll records) required or requested to demonstrate compliance with this provision.

#### Article 30: Sub-bids

No sub-bids will be sought in connection with this Contract.

### Article 31: Bidder Responsibility

Through submission of a bid, the Bidder attests, agrees and asserts to the following:

- a. Each Bidder shall indicate that the Bidder has carefully examined the specifications and that the Bidder proposes and agrees to enter into a written contract with the Owner to provide this work in accordance with these Contract Documents.
- b. The successful Bidder shall be responsible for the preparation and filing of any reports required by the local by-laws, and laws of the Commonwealth of Massachusetts and Federal Government.
- c. Each Bidder must meet the following minimum criteria and must provide this information with its bid.
  - i. The Bidder has not been cited by any city, town, the Commonwealth of Massachusetts or any Federal Agency during the past two years for violations related to occupational safety and/or environmental pollution regulations and/or laws. If a Bidder has been cited for any violation, the Bidder must disclose it in its Bid the nature of the violations. The Town reserves the right to determine whether or not the Bidder shall be considered responsible or not based on the nature of the violation.
  - ii. Each Bidder shall submit a minimum of three references, with contact information, attached with the bid.
  - iii. Each Bidder must list any contract with any public entity that the Bidder did not complete for any reason.
  - iv. Each Bidder must list any contract that resulted in litigation between a public entity and the Bidder.
  - v. Failure to provide the information herein requested shall result in a Bidder being declared non-responsive.

### Article 32: Bid Evaluation Criteria

- a. Does the Bidder meet the minimum specifications?
- b. Is the Bid proposal responsive to the specification requirements?
- c. Is the Bidder a responsible Bidder?
- d. Does the Bidder provide the lowest price for the contract Bid on?
- e. Does the Bidder provide a minimum of three (3) references and have a minimum of five (5) years of experience with similar projects?

### Article 33: Insurance and Bonds

The Contractor shall carry Workers' Compensation and Liability Insurance for work under this proposal and shall render an in-effect insurance certificate to the Owner that lists the Town and all of its employees and elected and appointed officials as additional insureds within ten (10) days of award letter. Insurance limits shall be in accordance with the requirements noted herewith.

Minimum Limits of Liability:

The following types of insurance shall be provided by the Contractor:

- a. Comprehensive General and Public Liability Insurance in an amount not less than \$1,000,000 per occurrence and in an amount not less than \$3,000,000 aggregate.
- b. Bodily Injury Insurance covering the operation of all motor vehicles owned by the Contractor, in the amounts of \$1,000,000 for any one person, \$3,000,000 for any one accident.
- c. Property Damage Insurance covering the operation of all motor vehicles owned by the

Contractor, in the amounts of \$1,000,000 for any one accident, \$3,000,000 aggregate.

- d. Insurance to cover bodily injury and property damage resulting from the use of motor vehicles not owned by the Contractor, while such vehicles are being operated in conjunction with the prosecution of the Work under this contract, in the amount required under b) and c) above.
- e. Worker's Compensation and Employer's Liability as required by the General Laws of the Commonwealth of Massachusetts.

All policies shall be so written that the certificate holder, namely the Town of Tewksbury, 1009 Main Street, Tewksbury, MA 01876 is insured at no cost to the Town for the full amounts stated above.

The Contractor shall name the Town of Tewksbury and all of its employees and elected and appointed officials as additional insureds.

#### Article 34: Extension of Contract

The Town reserves the right to extend this contract in 1 year increments for a period of up to 2 years for the purpose of performing additional work of a similar nature to the work as originally bid at the contract unit prices.

If the Town exercises its option, the "successful Bidder's" unit prices shall remain the same throughout any extended contract.

#### Article 35: Breach of Contract

Where the Contractor fails to provide the equipment, material, and labor as specified, the Owner reserves the right to terminate the Contract and enter into other agreements to complete the Contract, and the Owner shall nevertheless have the right to recover damages for breach of Contract and/or loss incurred, whether by suit on the Contract, by claim on the bond securing it or as otherwise available to the Town.

#### Article 36: Protection of Town's Property

The Contractor shall maintain adequate protection of the Owner's property and that of its residents from any harm arising in connection with the services provided and shall pay or cause payment to be made for any such damages incurred.



**TOWN OF TEWKSBURY, MASSACHUSETTS  
DEPARTMENT OF PUBLIC WORKS  
ANDOVER ST. / NORTH ST. TRAFFIC SIGNAL  
IMPROVEMENTS PROJECT  
CONTRACT PW-25-03**

SECTION 00300

BID FORM

The undersigned declares that the only persons or parties interested in this Bid as principals are as stated; that the Bid is made without any collusion with other persons, firms, or corporations; that all the Contract Documents dated **October 23, 2024** have been carefully examined; that the undersigned is fully informed in regard to all conditions pertaining to the Work, and from them the undersigned makes this Bid. These prices shall cover all expenses incurred in performing the Work required under the Contract Documents, of which this Bid Form is a part.

The time period for holding Bids is 45 days, Saturdays, Sundays, and legal holidays excluded, after the opening of Bids.

Bids for this Contract are subject to the provisions of M.G.L. c. 30B.

If a Notice of Award accompanied by at least 5 unsigned copies of the Agreement and all other applicable Contract Documents is delivered to the undersigned within 45 days (excluding Saturdays, Sundays, and legal holidays) after the actual date of the opening of the Bids, the undersigned will within 5 days, excluding Saturdays, Sundays, and legal holidays, after the date of receipt of such notification, execute and return all copies of the Agreement and all other applicable Contract Documents to Owner. The premiums for all Bonds and insurance required shall be paid by Contractor and shall be included in the Total Contract Price. The undersigned Bidder further agrees that the Bid Security accompanying this Bid shall become the property of the Owner if the Bidder fails to execute the Agreement as stated above.

The undersigned acknowledges receipt of addenda numbers \_\_\_\_\_ to \_\_\_\_\_, inclusive.

The total contract price includes, all labor, tools, equipment, and materials to provide all work associated with the Pringle Street Culvert at Collins Brook Drainage Infrastructure Replacement Project as described within the bid specifications.

All quantities in the bid form below are undetermined. Assumed quantities are provided for bid comparison purposes only.

In accordance with the above, the undersigned proposes to perform the Work, furnish all labor, tools, equipment, and materials, to complete the Work in its entirety in the manner and under the conditions required at the prices listed as follows:

BASE BID			
ITEM	BID PRICE ENTERED IN BOTH	ESTIMATED	TOTAL PRICE
NO.	WORDS AND FIGURES (UNIT PRICE)	QUANTITY	(UNIT PRICE X QUANTITY)
506	GRANITE CURB TYPE VB - STRAIGHT, per Linear Foot _____dollars and _____cents (\$ _____)	40 L.F.	\$ _____
506.1	GRANITE CURB TYPE VB - CURVED, per Linear Foot _____dollars and _____cents (\$ _____)	20 L.F.	\$ _____
701.2	CEMENT CONCRETE PEDESTRIAN CURB RAMP, per Square Yard _____dollars and _____cents (\$ _____)	30 S.Y.	\$ _____
702	HOT MIX ASPHALT SIDEWALK OR DRIVEWAY, per Ton _____dollars and _____cents (\$ _____)	4 TON	\$ _____
748.	MOBILIZATION, the lump sum of _____dollars and _____cents (\$ _____)	1 L.S.	\$ _____

NOTE: The lump sum price of this work shall not exceed three percent (3%) of the total bid amount exclusive of this item. Bids not in compliance with the above maybe be considered unresponsive and may be rejected for that reason.

Subtotal for Page \_\_\_\_\_  
Base Bid

BASE BID			
ITEM	BID PRICE ENTERED IN BOTH	ESTIMATED	TOTAL PRICE
NO.	WORDS AND FIGURES (UNIT PRICE)	QUANTITY	(UNIT PRICE X QUANTITY)
804.3	3 INCH ELECTRICAL CONDUIT TYPE NM - PLASTIC -(UL), per foot _____dollars and _____cents (\$ _____)	50 L.F.	\$ _____
815	TRAFFIC SIGNAL, The lump sum of _____dollars and _____cents (\$ _____)	1 L.S.	\$ _____
832	WARNING-REGULATORY AND ROUTE MARKER - ALUMINUM PANEL (TYPE A), per square foot _____dollars and _____cents (\$ _____)	45 S.F.	\$ _____
847.1	SIGN SUP (N/GUIDE)+RTE MKR W/1 BRKWAY POST ASSEMBLY – STEEL, each _____dollars and _____cents (\$ _____)	2 EA	\$ _____
850.01	TRAFFIC CONTROL SYSTEM FOR VEHICLE AND PEDESTRIAN SAFETY, The lump sum of _____ <u>Five thousand</u> _____ dollars and _____ <u>zero</u> _____ cents (\$ <u>5000.00</u> _____)	1 L.S.	\$ <u>5000.00</u> _____
864	PAVEMENT ARROW REFLECTORIZED WHITE (PAINTED), per square foot _____dollars and _____cents (\$ _____)	300 S.F.	\$ _____

Subtotal for Page \_\_\_\_\_  
**Base Bid**

BASE BID			
ITEM	BID PRICE ENTERED IN BOTH	ESTIMATED	TOTAL PRICE
NO.	WORDS AND FIGURES (UNIT PRICE)	QUANTITY	(UNIT PRICE X QUANTITY)
866.106	6 INCH REFLECTORIZED WHITE LINE (THERMOPLASTIC), per foot _____dollars and _____cents (\$ _____)	1600 L.F.	\$ _____
866.112	12 INCH REFLECTORIZED WHITE LINE (THERMOPLASTIC), per foot _____dollars and _____cents (\$ _____)	400 FT	\$ _____
867.106	6 INCH REFLECTORIZED YELLOW LINE (THERMOPLASTIC), per foot _____dollars and _____cents	1525 FT	\$ _____
874.51	MISCELLANEOUS SIGNS REMOVED AND DISCARDED, each _____dollars and _____cents (\$ _____)	4 EA	\$ _____
999.1	UNIFORMED POLICE FOR TRAFFIC CONTROL, per man-hour Sixty _____dollars and zero _____cents (\$ 60.00 _____)	250 M.H.	\$ 15,000.00

NOTE: Police Detail invoices will be paid by the Contractor and reimbursed by the Town of Tewksbury DPW. The Contractor shall coordinate all detail Assignments. No reimbursement will be made for overtime, holiday and premium hours. Unit pricing shown for Bid comparison only. Actual invoiced hourly rate may vary. Reimbursements will be made at the actual invoiced amount without Contractor markup.

Subtotal for Page \_\_\_\_\_  
Base Bid

**BASE BID SUMMARY SHEET**

**BID TOTALS:**

TOTAL BASE BID \$ \_\_\_\_\_

(Pages 00300-2 through 00300-4)

---

(Amount in Words)

**TOWN OF TEWKSBURY, MASSACHUSETTS  
DEPARTMENT OF PUBLIC WORKS  
ANDOVER ST. / NORTH ST. TRAFFIC SIGNAL  
IMPROVEMENTS PROJECT  
CONTRACT PW-25-03**

**BID SHEETS (Cont.)**

TOTAL BID PRICE (in Numbers)      \$ \_\_\_\_\_

TOTAL BID PRICE (in Words)      \$ \_\_\_\_\_

**\*Basis of Award**

All quantities are estimated and are provided for bid comparison only. Final quantities will be determined by the Engineer. The Owner does not guarantee a specific quantity to be purchased, or item to be used.

A Performance Bond in the amount of 100% of the Total Contract Price shall be provided by the Contractor.

A Payment Bond in the amount of 100% of the Total Contract Price shall be provided by the Contractor.

Amounts shall be shown in both words and figures, where indicated. In case of discrepancy, the amount shown in words will govern.

The above prices shall include all equipment, materials, and labor, required to complete the Work. Contractor shall list the intended Sub-contractors to be used throughout the project: \*

_____ (Legal Company Name)	_____ (Scope of Work)	_____ (Approximate % of Contract) %
_____ (Legal Company Name)	_____ (Scope of Work)	_____ (Approximate % of Contract) %
_____ (Legal Company Name)	_____ (Scope of Work)	_____ (Approximate % of Contract) %
_____ (Legal Company Name)	_____ (Scope of Work)	_____ (Approximate % of Contract) %

*\*The Town of Tewksbury reserves the right to accept or reject any sub-contractor from working on the project. All sub-contractors shall be approved by the Town before they will be permitted to work on the project. The Town may request sub-contractor credentials. Percentages shown above shall be based upon approximate dollar values in relation to Total Bid.*

The names and residences of all persons and parties interested in the foregoing Bid as principals are as follows (give first and last names in full):

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**Statement of Tax Compliance**

Pursuant to M.G.L. c. 62C, § 49A, I certify under the penalties of perjury that the undersigned Contractor, to my best knowledge and belief, has filed all state tax returns; has complied with all Massachusetts laws relating to taxes, reporting of employees and contractors, withholding and remitting child support, and paid all state taxes required under law.

Initial \_\_\_\_\_, Date \_\_\_\_\_

**Statement of Non-Collusion**

The undersigned certifies under penalties of perjury that this Bid is in all respects bonafide, fair and made without collusion or fraud with any other person. "Person" shall mean any natural person, joint venture, partnership, corporation or other business or legal entity which sells materials, equipment or supplies used in or for, or engages in the performance of, the same or similar construction, reconstruction, installation, demolition, maintenance or repair work or any part thereof.

Initial \_\_\_\_\_, Date \_\_\_\_\_

**Statement of Eligibility**

The undersigned further certifies under penalty of perjury that the said undersigned is not presently debarred from doing public construction work in the Commonwealth under the provisions of M.G.L. c. 29, § 29F, or any other applicable debarment provisions of any other chapter of the General Laws or any rule or requisition promulgated thereunder.

Initial \_\_\_\_\_, Date \_\_\_\_\_

By executing this Bid Form, the undersigned agrees to perform all work previously mentioned and will not deviate from the specified scope unless otherwise submitted in writing prior to the submittal of this Bid. The undersigned shall be familiar with the sample contract, all associated regulations and requirements stated within the agreement and be willing to execute the agreement in a timely manner if the Contract is awarded to the undersigned.

\_\_\_\_\_  
Social Security Number or  
Federal Identification Number

\_\_\_\_\_  
Signature of Individual or  
Corporate Name\*

Corporate Seal

By: \_\_\_\_\_  
Corporate Officer (if applicable)

Notice of acceptance should be mailed, faxed, or delivered to the following:

\_\_\_\_\_  
(Name)

By: \_\_\_\_\_  
(Title)

\_\_\_\_\_  
(Business Address)

\_\_\_\_\_  
(City and State)

Date \_\_\_\_\_

\*Note: If the Bidder is a corporation, indicate State of incorporation under signature, and affix corporate seal; if a partnership, give full names and residential addresses, if different from business address.



## **REFERENCES**

The undersigned offers the following information as evidence of qualifications to perform the Work as Bid upon according to all the requirements of the Contract Documents.

1. Have been in business under present name for \_\_\_\_ years.
2. The Bidder is required to state below the names of at least five (5) public agencies within fifty (50) miles of Tewksbury where similar Work has been completed (add supplementary pages if necessary).

	<i>NAME</i>	<i>ADDRESS</i>	<i>CONTACT</i>	<i>PHONE#</i>
1.	_____	_____	_____	_____
2.	_____	_____	_____	_____
3.	_____	_____	_____	_____
4.	_____	_____	_____	_____
5.	_____	_____	_____	_____

3. Provide resumes of key personnel that will be assigned to this project.
4. Provide evidence of Contractor Licensure to Perform Contractor Work in the Commonwealth of Massachusetts.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Title

\_\_\_\_\_  
Date

\_\_\_\_\_  
Name

\_\_\_\_\_  
Company

\_\_\_\_\_  
Phone

**TOWN OF TEWKSBURY, MASSACHUSETTS  
DEPARTMENT OF PUBLIC WORKS  
ANDOVER ST. / NORTH ST. TRAFFIC SIGNAL  
IMPROVEMENTS PROJECT  
CONTRACT PW-25-03**

**SECTION 00400  
LOCATION AND SCOPE OF WORK**

**1. Description of the Project**

The work under this contract consists of furnishing all necessary labor, materials, tools, and equipment to complete traffic signal improvements as described under the Andover Street / North Street Traffic Signal Improvements Project, Contract PW-25-03. The work includes but is not limited to the replacement of the existing malfunction management units (mmu), installation of a controller in the existing controller cabinet, updates to signal timing, installation of new 3-section signal heads and 4-section signal heads on existing mast arms, new pedestrian signal heads and a pushbutton on a new post, installation of new signage on the existing mast arm, a 360 video detection camera mounted with extension bracket, and the installation of ramps at the crosswalk with detectable warning panels

**2. Location of Project**

The Project site is located at the intersection of North Street and Andover Street in Tewksbury, Massachusetts

**3. Scope of Work**

The work under this contract consists of furnishing all necessary labor, materials, tools, and equipment to complete traffic signal improvements as described under the Andover Street / North Street Traffic Signal Improvements Project, Contract PW-25-03. The work includes but is not limited to the replacement of the existing malfunction management units (mmu), installation of a controller in the existing controller cabinet, updates to signal timing, installation of new 3-section signal heads and 4-section signal heads on existing mast arms, new pedestrian signal heads and a pushbutton on a new post, installation of new signage on the existing mast arm, a 360 video detection camera mounted with extension bracket, and the installation of ramps at the crosswalk with detectable warning panels that are in accordance with MassDOT construction specifications, and the use of all necessary labor, materials, tools, and equipment to successfully complete the work as described herein. No guarantees are made for the amount of Work to be done. Final quantities will be determined by the Engineer based on bid pricing received. The Owner does not guarantee a specific quantity to be purchased, or items to be used.

All work under this Contract shall be done in conformance with the *Commonwealth of Massachusetts Standard Specifications for Highways and Bridges* dated 2024, October 2017, *Construction Standard Details*, the *1990 Standard Drawings for Signs and Supports*; the *1996 Construction and Traffic Standard Details* (as relates to the Pavement Markings details only); the latest edition of the *MassDOT Traffic Management Plans and Detail Drawings*, the *2023 Manual on Uniform Traffic Control Devices (MUTCD)* with *Massachusetts Amendments* and the *Standard Municipal Traffic Code*; the *1968 Standard Drawings for Traffic Signals and Highway Lighting*; the latest edition of *American Standard for Nursery Stock*; the Plans and the SPECIAL PROVISIONS as outlined in Section 00800;

**4. Reduction in Scope of Work**

The Owner reserves the right to decrease the scope of the work to be done under this Contract and to omit any work in order to bring the cost within available funds. To this end, the Owner reserves the right to reduce the quantity of any items or omit all of any as set forth in the BID, either prior to executing the Contract or at any time during the progress of the Work. The Owner further reserves the right, at any time during the progress of the Work, to restore all or part of any items previously omitted or reduced. Exercise by the Owner of the above rights shall not constitute any ground or basis of claim for damages or for anticipated profits on the work omitted.

END OF SECTION

**TOWN OF TEWKSBURY, MASSACHUSETTS  
DEPARTMENT OF PUBLIC WORKS  
ANDOVER ST. / NORTH ST. TRAFFIC SIGNAL  
IMPROVEMENTS PROJECT  
CONTRACT PW-25-03**

**SECTION 00450  
MINIMUM WAGE RATES**

A schedule of minimum wage rates excerpted from that for “Mechanics, Apprentices, Teamsters, Chauffeurs, and Laborers” issued for this work by the Commissioner of Labor and Industries of Massachusetts, in accordance with M.G.L c.149 §26-27D is included at the back of this section.

## MASSACHUSETTS WAGE RATE CERTIFICATION

TO: Town of Tewksbury

999 Whipple Road

Tewksbury, Massachusetts 01876

RE: Contract Title: Andover Street at North Street Traffic Signal Improvements Project

Contract Number: PW-25-03

Contract Date:

Location: Tewksbury, Massachusetts

I, \_\_\_\_\_ of CONTRACTOR do state:

That I pay or supervise the payment of the persons employed by CONTRACTOR on the above Contract and that all mechanics and apprentices, teamsters, chauffeurs, and laborers employed on said project have been paid in accordance with wages determined under the provisions of M.G.L c.149 §26-27D inclusive.

Signed under the penalties of perjury \_\_\_\_\_, 2024.

\_\_\_\_\_  
(Contractor Name)

\_\_\_\_\_  
(Address)

\_\_\_\_\_  
(City/Town, State, Zip)

\_\_\_\_\_  
(Signature of Authorized Representative)

\_\_\_\_\_  
(Typed Name & Title of Authorized Representative)

**TOWN OF TEWKSBURY, MASSACHUSETTS  
DEPARTMENT OF PUBLIC WORKS  
ANDOVER ST. / NORTH ST. TRAFFIC SIGNAL  
IMPROVEMENTS PROJECT  
CONTRACT PW-25-03**

**SECTION 00500  
AGREEMENT**

This AGREEMENT made as of the \_\_\_\_\_ day of \_\_\_\_\_, 2024 between the Town of Tewksbury, a Massachusetts Municipal Corporation with offices at 1009 Main Street, Tewksbury MA, acting through its Town Manager (“Owner”) and \_\_\_\_\_  
\_\_\_\_\_ corporate with legal address and principal place of business at \_\_\_\_\_  
\_\_\_\_\_ (Contractor).      Owner      and      Contractor      for      mutual  
consideration, agree as follows:

**ARTICLE 1.    WORK**

1.1 Contractor shall perform the Work as specified or indicated in the Contract Documents.

**ARTICLE 2.    ENGINEER**

2.1 The Department of Public Works (‘DPW’) will act as Engineer, through the Director of Public Works and/or its designee, in connection with completion of the Work in accordance with the Contract Documents.

**ARTICLE 3.    CONTRACT TIME**

3.1 The Contract Time is until June 27, 2025

**ARTICLE 4.    CONTRACT PRICE**

4.1 Owner will pay Contractor for performance of the Work in accordance with the Contract Documents in current funds at the price agreed upon in the Contractor’s Bid Sheet attached to this Agreement.

**ARTICLE 5.    APPLICATIONS FOR PAYMENT**

5.1 Contractor shall submit Applications for Payment, as established on the Bid Sheet, will serve as the basis for progress payments and will be incorporated into a form of Application for Payment acceptable to Engineer. Progress payments on account of Unit Price work will be based on the number of units completed. Owner will make progress and final payments as provided in General Conditions and in accordance with M.G.L c.45, §39G.

**ARTICLE 6.    LIQUIDATED DAMAGES**

6.1 Owner and Contractor recognize that time is of the essence of this Agreement and that Owner will suffer financial loss if the Work is not completed within the Contract Time specified in Article 3 above or as otherwise defined in Contract Documents for specific portions of work. They also recognize the delays, expense and difficulties involved in proving, in a legal proceeding, the actual loss suffered by Owner if the Work is not completed on time. Accordingly, instead of requiring any such proof Owner and Contractor agree that as liquidated damages for delay (but not as a penalty) Contractor shall pay Owner \$500.00 per day for each calendar day of delay until the Work is complete.

## ARTICLE 7. ASSURANCE

7.1 Contractor has familiarized itself with the nature and extent of the Contract Documents, Work, locality, and with all local conditions and local, state and federal laws, bylaws, rules and regulations that in any manner may affect cost, progress or performance of the Work.

7.2 Contractor has given Engineer written notice of any conflict, error or discrepancy that Contractor has discovered in the Contract Documents and the written resolution by Engineer is acceptable to Contractor.

7.3 Contractor agrees that the Contract Documents are sufficient in scope and detail to indicate and convey understanding of all terms and conditions for performance of the Work.

## ARTICLE 8. CONTRACT DOCUMENTS

8.1 The Contract Documents which comprise the Contract between Owner and Contractor are attached and consist of the following:

8.1.1 Section 00020 – Invitation to Bid.

8.1.2 Section 00100 – Instructions to Bidders.

8.1.3 Section 00300 – Bid Sheets (as completed by Bidder and including any support documentation, clarifications or modifications submitted at the time of Bid).

8.1.4 Section 00400 – Location and Scope of Work.

8.1.5 Section 00450 – Minimum Wage Rates.

8.1.6 Section 00500 – This Agreement.

8.1.7 Section 00610 – Performance Bond, EJCDC Document 1910-28-A, 1996 edition, Section 00620 – Payment Bond, EJCDC Document 1910-28-B, 1996 edition, and other required Bonds.

8.1.8 Section 00700 – General Conditions.

8.1.9 Section 00800 – Special Provisions included with the Bid Documents.

8.1.10 Appendix A, B, C, and D included with the Bid Documents.

8.1.11 Addenda numbers \_\_\_\_\_ to \_\_\_\_\_, inclusive.

8.1.12 Any written clarifications, modification, or the like, included as attachments and including Change Orders, delivered after execution of Agreement and as subsequently incorporated into this Agreement.

## ARTICLE 9. MISCELLANEOUS

9.1 Neither Owner nor Contractor shall, without the prior written consent of the other, assign or sublet in whole or in part any interest under any of the Contract Documents; and, specifically but without limitation, Contractor shall not assign any monies due or to become due without the prior written consent of Owner. In case Contractor assigns all or any part of any monies due or to become due under this Contract, the instrument of assignment shall contain a clause substantially to the effect that it is agreed that the right of the assignee in and to any monies due or to become due to Contractor shall be subject to prior claims of all persons, firms and corporations for services rendered or materials supplied for the performance of the Work called for in this Contract.

9.2. Owner and Contractor each binds itself and its successors, in respect to all covenants, agreements and obligations contained in the Contract Documents.

9.3 The Contract Documents constitute the entire agreement between Owner and Contractor and may only be altered, amended or repealed by a written Modification signed by each party.

9.4 This Agreement shall be governed by the laws of the Commonwealth of Massachusetts, and any suit shall be filed in Middlesex County.



IN WITNESS WHEREOF, the parties hereto have signed this Agreement in sextuple. Three copies have been delivered to Owner, two copies to the Engineer and one copy to the Contractor. All portions of the Contract Documents have been signed or identified by Owner and Contractor.

OWNER

CONTRACTOR

Town of Tewksbury, Massachusetts

BY \_\_\_\_\_  
Richard A. Montuori, Town Manager

BY \_\_\_\_\_  
\_\_\_\_\_  
Print name and Title

(CORPORATE SEAL)

Attest \_\_\_\_\_

Attest \_\_\_\_\_

Address for giving notices

Address for giving notices

1009 Main Street

\_\_\_\_\_

Tewksbury, MA 01876

\_\_\_\_\_

As required by M.G.L. c. 44, § 31C, this is to certify that the Town of Tewksbury, Massachusetts, has an appropriation which is adequate to cover the cost of this contract.

Signed \_\_\_\_\_

Title Albano Rego, Town Accountant

Date \_\_\_\_\_

Approved as to form only:

\_\_\_\_\_  
Kevin Feeley, Esq.  
Town Counsel

Date \_\_\_\_\_

Note: If CONTRACTOR is a corporation, an affidavit giving the principal the right to sign the Agreement must accompany the executed Agreement.

**CERTIFICATE OF VOTE**

**(Corporations Only)**

At an authorized meeting of the Board of Directors of the \_\_\_\_\_  
Name of corporation

\_\_\_\_\_ held on \_\_\_\_\_ it was VOTED, That  
Date

\_\_\_\_\_  
Name

\_\_\_\_\_  
Officer

of this company, is authorized to execute contracts and bonds in the name and on behalf of said company, and such execution of any contract or obligation in this company's name on its behalf by such officer under seal of the company, shall be valid and binding upon this company.

I certify that I am the clerk of the above named corporation and that

\_\_\_\_\_ is the elected officer as above of said company, and that the above vote has not been amended or rescinded and remains in full force as of the date of this contract.

\_\_\_\_\_  
Date

\_\_\_\_\_  
Clerk

Corporate Seal

**TOWN OF TEWKSBURY, MASSACHUSETTS  
DEPARTMENT OF PUBLIC WORKS  
ANDOVER ST. / NORTH ST. TRAFFIC SIGNAL  
IMPROVEMENTS PROJECT  
CONTRACT PW-25-03**

**SECTION 00610  
PERFORMANCE BOND**

Any singular reference to Contractor, Surety, Owner or other party shall be considered plural where applicable.

CONTRACTOR (Name and Address):

SURETY (Name and Address of Principal Place of Business):

**CONTRACT**

Date: Amount:

Description (Name and Location):

**BOND**

OWNER (Name and Address):

Date (Not earlier than Contract Date):

Amount:

Modifications to this Bond Form:

Surety and Contractor, intending to be legally bound hereby, subject to the terms printed on the reverse side hereof, do each cause this Performance Bond to be duly executed on its behalf by its authorized officer, agent or representative.

CONTRACTOR AS PRINCIPAL

Company:

(Corp. Seal)

SURETY

Company:

(Corp. Seal)

Signature: \_\_\_\_\_

Signature: \_\_\_\_\_

Name and Title:

Name and Title:

(Attach Power of Attorney) (Space is provided below for signatures of additional parties, if required.)

CONTRACTOR AS PRINCIPAL

Company:

(Corp. Seal)

SURETY

Company:

(Corp. Seal)

Signature: \_\_\_\_\_

Signature: \_\_\_\_\_

Name and Title:

Name and Title:

EJCDC No. 1910-28-A (1996 Edition)

Originally prepared through the joint efforts of the Surety Association of America, Engineers Joint Contract Documents Committee, the Associated General Contractors of America, and the American Institute of Architects.

1. The CONTRACTOR and the Surety, jointly and severally, bind themselves, their heirs, executors, administrators, successors and assigns to the Owner for the performance of the Contract, which is incorporated herein by reference.

2. If the CONTRACTOR performs the Contract, the Surety and the CONTRACTOR have no obligation under this Bond, except to participate in conferences as provided in paragraph 3.1.

3. If there is no OWNER Default, the Surety's obligation under this Bond shall arise after:

3.1. The OWNER has notified the CONTRACTOR and the Surety at the addresses described in paragraph 10 below, that the OWNER is considering declaring a CONTRACTOR Default and has requested and attempted to arrange a conference with the CONTRACTOR and the Surety to be held not later than fifteen days after receipt of such notice to discuss methods of performing the Contract. If the OWNER, the CONTRACTOR and the Surety agree, the CONTRACTOR shall be allowed a reasonable time to perform the Contract, but such an agreement shall not waive the OWNER's right, if any, subsequently to declare a CONTRACTOR Default; and

3.2. The OWNER has declared a CONTRACTOR Default and formally terminated the CONTRACTOR's right to complete the Contract. Such CONTRACTOR Default shall not be declared earlier than twenty days after the CONTRACTOR and Surety have received notice as provided in paragraph 3.1; and

3.3. The OWNER has agreed to pay the Balance of the Contract Price to:

3.3.1. The Surety in accordance with the terms of the Contract;

3.3.2. Another contractor selected pursuant to paragraph 4.3 to perform the Contract.

4. When the OWNER has satisfied the conditions of paragraph 3, the Surety shall promptly and at the Surety's expense take one of the following actions:

4.1. Arrange for the CONTRACTOR, with consent of the OWNER, to perform and complete the Contract; or

4.2. Undertake to perform and complete the Contract itself, through its agents or through independent contractors; or

4.3. Obtain bids or negotiated proposals from qualified contractors acceptable to the OWNER for a contract for performance and completion of the Contract, arrange for a contract to be prepared for execution by the OWNER and the contractor selected with the OWNER's concurrence, to be secured with performance and payment bonds executed by a qualified surety equivalent to the Bonds issued on the Contract, and pay to the OWNER the amount of damages as described in paragraph 6 in excess of the Balance of the Contract Price incurred by the OWNER resulting from the CONTRACTOR Default; or

4.4. Waive its right to perform and complete, arrange for completion, or obtain a new contractor and with reasonable promptness under the circumstances;

4.4.1. After investigation, determine the amount for which it may be liable to the OWNER and, as soon as practicable after the amount is determined, tender payment therefor to the OWNER; or

4.4.2. Deny liability in whole or in part and notify the OWNER citing reasons therefor.

5. If the Surety does not proceed as provided in paragraph 4 with reasonable promptness, the Surety shall be deemed to be in default on this Bond fifteen days after receipt of an additional written notice from the OWNER to the Surety demanding that the Surety perform its obligations under this Bond, and the OWNER shall be entitled to enforce any remedy available to the OWNER. If the Surety proceeds as provided in paragraph 4.4 and the OWNER refuses the payment tendered or the Surety has denied liability, in

whole or in part, without further notice the OWNER shall be entitled to enforce any remedy available to the OWNER.

6. After the OWNER has terminated the CONTRACTOR's right to complete the Contract, and if the Surety elects to act under paragraph 4.1, 4.2, or 4.3 above, then the responsibilities of the Surety to the OWNER shall not be greater than those of the CONTRACTOR under the Contract, and the responsibilities of the OWNER to the Surety shall not be greater than those of the OWNER under the Contract. To a limit of the amount of this Bond, but subject to commitment by the OWNER of the Balance of the Contract Price to mitigation of costs and damages on the Contract, the Surety is obligated without duplication for:

6.1. The responsibilities of the CONTRACTOR for correction of defective Work and completion of the Contract;

6.2. Additional legal, design professional and delay costs resulting from the CONTRACTOR's Default, and resulting from the actions or failure to act of the Surety under paragraph 4; and

6.3. Liquidated damages, or if no liquidated damages are specified in the Contract, actual damages caused by delayed performance or non-performance of the CONTRACTOR.

7. The Surety shall not be liable to the OWNER or others for obligations of the CONTRACTOR that are unrelated to the Contract, and the Balance of the Contract Price shall not be reduced or set off on account of any such unrelated obligations. No right of action shall accrue on this Bond to any person or entity other than the OWNER or its heirs, executors, administrators, or successors.

8. The Surety hereby waives notice of any change, including changes of time, to the Contract or to related subcontracts, purchase orders and other obligations.

9. Any proceeding, legal or equitable, under this Bond may be instituted in any court of competent jurisdiction in the location in which the Work or part of the Work is located and shall be instituted within two years after CONTRACTOR Default or within two years after the CONTRACTOR ceased working or within two years after the Surety refuses or fails to perform its obligations under this Bond, whichever occurs first. If the provisions of this paragraph are void or prohibited by law, the minimum period of limitation available to sureties as a defense in the jurisdiction of the suit shall be applicable.

10. Notice to the Surety, the OWNER or the CONTRACTOR shall be mailed or delivered to the address shown on the signature page.

11. When this Bond has been furnished to comply with a statutory or other legal requirement in the location where the Contract was to be performed, any provision in this Bond conflicting with said statutory or legal requirement shall be deemed deleted here from and provisions conforming to such statutory or other legal requirement shall be deemed incorporated herein. The intent is that this Bond shall be construed as a statutory bond and not as a common law bond.

12. Definitions.

12.1. Balance of the Contract Price: The total amount payable by the OWNER to the CONTRACTOR under the Contract after all proper adjustments have been made, including allowance to the CONTRACTOR of any amounts received or to be received by the OWNER in settlement of insurance or other Claims for damages to which the CONTRACTOR is entitled, reduced by all valid and proper payments made to or on behalf of the CONTRACTOR under the Contract.

12.2. Contract: The agreement between the OWNER and the CONTRACTOR identified on the signature page, including all Contract Documents and changes thereto.

12.3. CONTRACTOR Default: Failure of the CONTRACTOR, which has neither been remedied nor waived, to perform or otherwise to comply with the terms of the Contract.

12.4. OWNER Default: Failure of the OWNER, which has neither been remedied nor waived, to pay the CONTRACTOR as required by the Contract or to perform and complete or comply with the other terms thereof.

(FOR INFORMATION ONLY---Name, Address and Telephone)

AGENT or BROKER: OWNER'S REPRESENTATIVE (Engineer or other party):

**TOWN OF TEWKSBURY, MASSACHUSETTS  
DEPARTMENT OF PUBLIC WORKS  
ANDOVER ST. / NORTH ST. TRAFFIC SIGNAL  
IMPROVEMENTS PROJECT  
CONTRACT PW-25-03**

SECTION 00620  
PAYMENT BOND

Any singular reference to Contractor, Surety, Owner of other party shall be considered plural where applicable.

CONTRACTOR (Name and Address):      SURETY (Name and Address of Principal Place of  
Business):

\_\_\_\_\_  
OWNER (Name and Address):

**CONTRACT**

Date:

Amount:

Description (Name and Location):

**BOND**

Date (Not earlier than Contract

Date): Amount:

Modifications to this Bond Form:

Surety and Contractor, intending to be legally bound hereby, subject to the terms printed on the reverse side hereof, do each cause this Performance Bond to be duly executed on its behalf by its authorized officer, agent or representative.

CONTRACTOR AS PRINCIPAL

Company:      (Corp. Seal)

SURETY

Company:      (Corp. Seal)

Signature: \_\_\_\_\_

Name and Title:

Signature: \_\_\_\_\_

Name and Title

(Attach Power of Attorney) (Space is provided below for signatures of additional required.)

CONTRACTOR AS PRINCIPAL

Company:      (Corp. Seal)

SURETY

Company:      (Corp. Seal)

Signature: \_\_\_\_\_

Name and Title:

Signature: \_\_\_\_\_

Name and Title:

EJCDC No. 1910-28-B (1996 Edition)

Originally prepared through the joint efforts of the Surety Association of America, Engineers Joint Contract Documents Committee, the Associated General Contractors of America, and the American Institute of Architects.

1. The CONTRACTOR and the Surety, jointly and severally, bind themselves, their heirs, executors, administrators, successors and assigns to the OWNER to pay for labor, materials and equipment furnished for use in the performance of the Contract, which is incorporated herein by reference.

2. With respect to the OWNER, this obligation shall be null and void if the CONTRACTOR:

2.1. Promptly makes payment, directly or indirectly, for all sums due Claimants, and

2.2. Defends, indemnifies and holds harmless the OWNER from all claims, demands, liens or suits by any person or entity who furnished labor, materials or equipment for use in the performance of the Contract, provided the OWNER has promptly notified the CONTRACTOR and the Surety (at the addresses described in paragraph 12) of any claims, demands, liens or suits and tendered defense of such claims, demands, liens or suits to the CONTRACTOR and the Surety, and provided there is no OWNER Default.

3. With respect to Claimants, this obligation shall be null and void if the CONTRACTOR promptly makes payment, directly or indirectly, for all sums due.

4. The Surety shall have no obligation to Claimants under this Bond until:

4.1. Claimants who are employed by or have a direct contract with the CONTRACTOR have given notice to the Surety (at the addresses described in paragraph 12) and sent a copy, or notice thereof, to the OWNER, stating that a claim is being made under this Bond and, with substantial accuracy, the amount of the claim.

4.2. Claimants who do not have a direct contract with the CONTRACTOR:

1. Have furnished written notice to the CONTRACTOR and sent a copy, or notice thereof, to the OWNER, within 90 days after having last performed labor or last furnished materials or equipment included in the claim stating, with substantial accuracy, the amount of the claim and the name of the party to whom the materials were furnished or supplied or for whom the labor was done or performed; and

2. Have either received a rejection in whole or in part from the CONTRACTOR, or not received within 30 days of furnishing the above notice any communication from the CONTRACTOR by which the CONTRACTOR had indicated the claim will be paid directly or indirectly; and

3. Not having been paid within the above 30 days, have sent a written notice to the Surety and sent a copy, or notice thereof, to the OWNER, stating that a claim is being made under this Bond and enclosing a copy of the previous written notice furnished to the CONTRACTOR.

5. If a notice required by paragraph 4 is given by the OWNER to the CONTRACTOR or to the Surety, that is sufficient compliance.

6. When the Claimant has satisfied the conditions of paragraph 4, the Surety shall promptly and at the Surety's expense take the following actions:

6.1. Send an answer to the Claimant, with a copy to the OWNER, within 45 days after receipt of the claim, stating the amounts that are undisputed and the basis for challenging any amounts that are disputed.

6.2. Pay or arrange for payment of any undisputed amounts.

7. The Surety's total obligation shall not exceed the amount of this Bond, and the amount of this Bond shall be credited for any payments made in good faith by the Surety.

8. Amounts owed by the OWNER to the CONTRACTOR under the Contract shall be used for the performance of the Contract and to satisfy claims, if any, under any Performance Bond. By the CONTRACTOR furnishing and the OWNER accepting this Bond, they agree that all funds earned by the CONTRACTOR in the performance of the Contract are dedicated to satisfy obligations of the CONTRACTOR and the Surety under this Bond, subject to the OWNER's priority to use the funds for the completion of the Work.

9. The Surety shall not be liable to the OWNER, Claimants or others for obligations of the CONTRACTOR that are unrelated to the Contract. The OWNER shall not be liable for payment of any costs or expenses of any Claimant under this Bond, and shall have under this Bond no obligations to make payments to, give notices on behalf of, or otherwise have obligations to Claimants under this Bond.

10. The Surety hereby waives notice of any change, including changes of time, to the Contract or to related Subcontracts, purchase orders and other obligations.

11. No suit or action shall be commenced by a Claimant under this Bond other than a court of competent jurisdiction in the location in which the Work or part of the Work is located or after the expiration of one year from the date (1) on which the Claimant gave the notice required by paragraph 4.1 or paragraph 4.2.3, or (2) on which the last labor or service was performed by anyone or the last materials or equipment were furnished by anyone under the Construction Contract, whichever of (1) or (2) first occurs. If the provisions of this paragraph are void or prohibited by law, the minimum period of limitation available to sureties as a defense in the jurisdiction of the suit shall be applicable.

12. Notice to the Surety, the OWNER or the CONTRACTOR shall be mailed or delivered to the address shown on the signature page. Actual receipt of notice by Surety, the OWNER or the CONTRACTOR, however accomplished, shall be sufficient compliance as of the date received at the address shown on the signature page.

13. When this Bond has been furnished to comply with a statutory or other legal requirement in the location where the Contract was performed, any provision in this Bond conflicting with said statutory or legal requirement shall be deemed deleted here from and provisions conforming to such statutory or other legal requirement shall be deemed incorporated herein. The intent is, that this Bond shall be construed as a statutory bond and not as a common law bond.

14. Upon request of any person or entity appearing to be a potential beneficiary of this Bond, the CONTRACTOR shall promptly furnish a copy of this Bond or shall permit a copy to be made.

15. DEFINITIONS.

15.1. Claimant: An individual or entity having a direct contract with the CONTRACTOR or with a Subcontractor of the CONTRACTOR to furnish labor, materials or equipment for use in the performance of the Contract. The intent of this Bond shall be to include without limitation in the terms "labor, materials or equipment" that part of water, gas, power, light, heat, oil, gasoline, telephone service or rental equipment used in the Contract, architectural and engineering services required for performance of the Work of the CONTRACTOR and the CONTRACTOR's Subcontractors, and all other items for which a mechanic's lien may be asserted in the jurisdiction where the labor, materials or equipment were furnished.

15.2. Contract: The agreement between the OWNER and the CONTRACTOR identified on the signature page, including all Contract Documents and changes thereto.

15.3. OWNER Default: Failure of the OWNER, which has neither been remedied nor waived, to pay the CONTRACTOR as required by the Contract or to perform and complete or comply with the other terms thereof.

(FOR INFORMATION ONLY---Name, Address and Telephone)  
AGENT or BROKER: OWNER'S REPRESENTATIVE (Engineer or other party):

**TOWN OF TEWKSBURY, MASSACHUSETTS  
DEPARTMENT OF PUBLIC WORKS  
ANDOVER ST. / NORTH ST. TRAFFIC SIGNAL  
IMPROVEMENTS PROJECT  
CONTRACT PW-25-03**

SECTION 00700

GENERAL CONDITIONS

1.01     LABOR AND HOURS OF WORK

Contractor shall employ only competent persons to do the Work and whenever Owner shall notify Contractor, in writing, that any person on the Work appears to be incompetent, disorderly, or otherwise unsatisfactory, such person shall be removed from the Work and shall not again be employed on it except with the consent of the Owner.

Contractor shall provide suitably qualified personnel to survey and lay out the Work and perform construction as required by the Contract Documents. Contractor shall at all times maintain good discipline and order, while performing any Work.

Except as otherwise required for the safety or protection of persons or the Work or property adjacent thereto, and except as otherwise stated in the Contract Documents, all Work shall be performed during normal hours of operation of the DPW. No work shall be performed earlier than 7:00 A.M. or later than 3:30 P.M., Monday through Friday, unless said work is deemed to be an emergency and written consent has been given by the Engineer. Contractor will not be permitted to perform Work on a Saturday, Sunday, or any legal holiday without a written approval by the Engineer.

1.02     MINIMUM WAGE RATES

Wages paid on the work must conform with the minimum rate of wages as established by the Commissioner of Labor and Workforce Development, Division of Occupational Safety under the provisions of M.G.L. c. 149, §§ 26-27, and as indicated herein. Wage Rates are attached as part of the General Conditions.

In accordance with M.G.L. c. 149, § 27B, a true and accurate record must be kept of all persons employed on the Public Works project for which the enclosed rates have been provided.

M.G.L. c. 149, § 27B includes the following requirements:

A. Employers (Contractors and Sub-contractors) shall submit weekly payroll records to the awarding authority for all employees who have worked on this project. Such records should be submitted with each invoice presented for payment.

B. Responsibility for investigating and enforcing the prevailing wage law is with the office of the Massachusetts Attorney General.

1.03     PRICE ADJUSTMENT FOR HOT MIX ASPHALT MIXTURES

This provision applies to all hot mix asphalt mixtures containing liquid asphalt.



The Base Price of Liquid Asphalt on the project will be a fixed price and shall be the stipulated Massachusetts Department of Transportation (MassDOT) period price for **November 2024** per Ton (which includes State Tax) less the State Sales Tax.

The price adjustment will be based on the variance in price for the Liquid Asphalt component only from the Base Price to the Period Price. It shall not include transportation or other charges.

The Period Price for Hot Mix Asphalt for a 2 month period (FOB Terminal) will be determined and published by the Massachusetts Department of Transportation ([www.massdot.state.ma.us/Highway](http://www.massdot.state.ma.us/Highway)) by averaging the prices posted at the beginning, middle, and end of each 2 month period by 2 or more suppliers.

The Contract Price of the Hot Mix Asphalt Mixture will be paid under the respective item in the contract. The price adjustment, as herein provided, upward and downward, will be made as work is performed, using the most recent previous price adjustment Item until the applicable Period Price is established.

The asphalt content percentage to be used to calculate price adjustments for Hot Mix Asphalt Mixtures shall be 5.5 percent by weight, regardless of percentages established by the Job Mix Formula as described in the 1988 edition of the Commonwealth of Massachusetts, Massachusetts Highway Division Standard Specifications for Highway and Bridges, Sub-Section M3.11.03 and the current addition of amendments and addenda.

The Price Adjustment will be processed for review and approval as a Change Order based upon the criteria listed herein. It will be determined by multiplying the number of tons of Hot Mix Asphalt placed by asphalt content percentage, times the variance in price between Base Price and Period Price of asphalt.

The Price Adjustment will be paid only if the variance from the Base Price is five (5) percent or more for a monthly period. The complete adjustment will be paid in all cases with no deduction of the five (5) percent from either upward or downward adjustments.

No price adjustment will be allowed beyond the completion date of the contract, unless there is an approved extension of time by the Owner.

#### 1.04 ADDITIONAL CONDITIONS

The Owner reserves the right to stop work if said work is found to be unsatisfactory or if materials or methods used relative to the Contract Documents do not meet the specifications.

Contractor shall coordinate scheduling with Owner to provide the least disruption to the Town and to progress the work in a timely fashion. Proposed schedules shall be submitted to the Engineer for prior approval.

The Owner reserves the right, in its absolute and sole discretion, to waive any informality in or to reject any or all Bids if deemed to be in its best interest.

All questions by prospective Bidders as to the interpretation of the Contract Documents must be submitted in writing to Alvaro Mendoza, Project Manager, Department of Public Works, 999 Whipple Road, Tewksbury, MA 01876 or via email to [amendoza@tewksbury-ma.gov](mailto:amendoza@tewksbury-ma.gov), by **2:00 pm on November 8, 2024**.



COMMONWEALTH OF MASSACHUSETTS  
DEPARTMENT OF LABOR  
DIVISION OF OCCUPATIONAL SAFETY  
PREVAILING WAGE PROGRAM  
[www.mass.gov/dos/pw](http://www.mass.gov/dos/pw)

The Massachusetts Prevailing Wage Law  
M.G.L. c. 149, §§26-27

**NOTICE TO AWARDING AUTHORITIES**

- The enclosed wage schedule applies only to the specific project listed at the top of the schedule, and these rates will remain in effect for the duration of the project.
- You should request an updated wage schedule from the Division of Occupational Safety if you have not opened bids or selected a contractor within 90 days of the date of issuance of the enclosed wage schedule.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project for which it has been issued.
- Once a contractor has been selected by the awarding authority, the wage schedule shall be made a part of the contract for that project.

**NOTICE TO CONTRACTORS**

- The enclosed wage schedule must be posted in a conspicuous place at the work site during the life of the project.
- The wages listed on the enclosed wage schedule must be paid to employees on public works projects regardless of whether they are employed by the prime contractor, a filed sub-bidder, or any sub-contractor.
- The enclosed wage schedule applies to all phases of the project, including the final clean-up. Contractors whose only role is to perform final clean-up must pay their employees according to this wage schedule.
- All apprentices must be registered with the Massachusetts Division of Apprenticeship Training (DAT) in order to be paid at the lower apprentice rates. All apprentices must keep his/her apprentice identification card on his/her person during all work hours. If a worker is not registered with DAT, they must be paid the "total rate" listed on the wage schedule regardless of experience or skill level. For further information, please call 617-626-5409, or write to DAT, 19 Stanford Street, Floor 1, P.O. Box 146759, Boston, MA 02114.

**WEEKLY PAYROLL RECORDS  
REPORT  
& STATEMENT OF COMPLIANCE**

In accordance with Massachusetts General Law c. 149, §27B, a true and accurate record must be kept of all persons employed on the public works project for which the enclosed rates have been provided. A Payroll Form has been printed on the reverse of this page and includes all the information required to be kept by law. Every contractor or subcontractor is required to keep these records and preserve them for a period of three years from the date of completion of the contract.

In addition, every contractor and subcontractor is required to submit a copy of their weekly payroll records to the awarding authority. For every week in which an apprentice is employed, a photocopy of the apprentice's identification card must be attached to the payroll report. Once collected, the awarding authority is also required to preserve those records for three years.

In addition, each such contractor, subcontractor, or public body shall furnish to the awarding authority directly, within fifteen days after completion of its portion of the work a statement, executed by the contractor, subcontractor or public body who supervises the payment of wages, in the following form:

**STATEMENT OF COMPLIANCE**

\_\_\_\_\_, 20\_\_\_\_\_

I, \_\_\_\_\_,  
(Name of signatory party) (Title)

do hereby state:

That I pay or supervise the payment of the persons employed by

\_\_\_\_\_ on the \_\_\_\_\_  
(Contractor, subcontractor or public body) (Building or project)

and that all mechanics and apprentices, teamsters, chauffeurs and laborers employed on said project have been paid in accordance with wages determined under the provisions of sections twenty-six and twenty-seven of chapter one hundred and forty nine of the General Laws.

Signature \_\_\_\_\_

Title \_\_\_\_\_

# MASSACHUSETTS WEEKLY CERTIFIED PAYROLL REPORT FORM



Company's Name:			Address:			Phone No.:			Payroll No.:									
Employer's Signature:			Title:			Contract No.:		Tax Payer ID No.:		Work Week Ending:								
Awarding Authority's Name:			Public Works Project Name:			Public Works Project Location:			Min. Wage Rate Sheet No.:									
General / Prime Contractor's Name:			Subcontractor's Name:			"Employer" Hourly Fringe Benefit Contributions												
											(B+C+D+E)	(A x F)						
Employee Name & Complete Address	Employee is OSHA 10 Certified (?)	Work Classification:	Appr. Rate (%)	Hours Worked							Project Hours (A) All Other Hours	Hourly Base Wage (B)	Health & Welfare Insurance (C)	ERISA Pension Plan (D)	Supp. Unemp. (E)	Total Hourly Prev. Wage (F)	Project Gross Wages (G)	Check No.
				Su.	Mo.	Tu.	We.	Th.	Fr.	Sa.							Total Gross Wages	

**NOTE:** Pursuant to MGL Ch. 149 s.27B, every contractor and subcontractor is required to submit a "true and accurate" copy of their weekly payroll records directly to the awarding authority. Failure to comply may result in the commencement of a criminal action or the issuance **received by awarding authority of a civil action**

Page \_\_\_\_ of \_\_\_\_

Date received by awarding authority  
/ /

## **SPECIAL PROVISIONS**

### **Andover Street (Route 133) at North Street Tewksbury, MA**

#### **ITEM 816.01**

#### **TRAFFIC SIGNAL RECONSTRUCTION LOCATION NO. 1**

#### **LUMP SUM**

Work under the above items shall be performed according to the provisions of Section 800 of the 2024 MassDOT Standard Specifications for Highways and Bridges, supplemented by the following:

The work consists of furnishing and installing traffic control signal equipment complete and ready for operation, as shown on the plans, at the intersection of Andover Street (Route 133) at North Street.

Included in the work is the modifying, furnishing, and installing of traffic control signal equipment on new and existing posts and supports, including signal housings, pedestrian housings, pedestrian push buttons with signs and saddles, video detection system, controller and cabinet modifications, wire and cables, equipment grounding and bonding, electrical connections, and providing all incidental materials necessary for operating and controlling the traffic control signals, as shown on the plans and specified.

Existing service connections will be maintained at the intersection during construction. No work shall be done in manholes or on power poles without a representative of the servicing electric company being present. The Contractor will be responsible for coordinating with the electric company for any work required.

It shall also be the Contractor's responsibility to pay all charges to the electric company for performing this work. No direct reimbursement will be made under this payment to the Contractor for payments made to the electric company, it being understood that full compensation for any payment made by the Contractor to the utility company will be included in the contract unit prices bid.

A list of required major traffic signal system items is included on the plans. All equipment installed shall be listed on MassDOT's "Qualified Traffic Control Equipment List".

The Contractor shall deliver to the Owner a certificate of compliance with the manufacturer for all materials purchased from the manufacturer.

The existing signal installation shall be maintained in operation throughout the construction period. The Contractor may use temporary supports for signal heads as necessary to allow for construction activities. The cost of temporary signals and supports as required shall be considered incidental to these Items.

Any temporary installation shall be in conformance with the MUTCD at all times. If an existing signal is to be turned off temporarily to allow controller switch over or rewiring, police details shall be used to control traffic at the intersection.

Once the new signal is in operation, unused items of the old signal shall be completely removed and stacked in accordance with the contract documents. Old cable and unusable materials shall be disposed of by the Contractor.

### **Existing Traffic Signal Controller Cabinet Assemblies**

The existing traffic signal control cabinet shall be retained. Minor modifications to the settings and cabinet configuration will be required to accommodate the new video detection system and pedestrian signals and push buttons.

All ancillary traffic signal control components included in the traffic control cabinet that are required to facilitate the video detection system and pedestrian signals and pushbuttons shall comply with the National Electrical Manufacturers Association (NEMA) Standard No. TS 2.

The Contractor shall modify the existing traffic signal controller cabinet assembly to accommodate the proposed controller timer unit, malfunction management unit, and vehicle detection as shown on the plans.

The Contractor shall perform controller data base conversion and implement proposed signal phasing and timing. This will involve documenting all data elements contained in the existing traffic signal controller and programming all the new controllers with the necessary data to support proposed signal operation.

**TS 2 Type 2 Controllers and Cabinet Assemblies:** Controllers shall conform to Subsection 3, Controller Units of NEMA No. TS 2, Traffic Controller Assemblies. Controllers shall utilize an input/output interface conforming to Subsection 3.3.1 of the NEMA TS 2 Standard for all input/output functions with the backpanel terminals and facilities, the malfunction management unit, detector rack assemblies, and auxiliary devices.

The following requirements are applicable to the signalized location and are designed for effective use of a laptop computer in conjunction with traffic signal controllers.

1. Both the firmware and software version in the timer unit shall be the same throughout the project, and shall be the latest version available on the market. In addition, the contractor shall promptly furnish to the owner and install all upgraded versions of both firmware and software through the last day of the inspection period, guarantee period or warranty period, whichever date is later.
2. The contractor shall furnish one cable with the new timer unit to connect a controller timing mechanism to a laptop computer. This cable shall have a termination at one end to match the controller. It shall have a termination on the other end to match the type of serial port found on laptop computers, usually DB9. This cable shall be wired to provide serial RS232C communication between the controller and the computer.
3. Payment for the work described above shall be deemed to be incidental to and included in the prices bid for various items of traffic signal work, and no additional payment shall be made for the work described above.

## **Controller**

The traffic controller shall be capable of being operated in the full-actuated mode, in the free mode, and as semi-actuated in the coordinated mode. The controllers shall be keyboard entry, menu-driven unit mounted in eight-phase cabinets. The controller units shall meet all applicable requirements of the (N.E.M.A.) Standard Publication No. TS-2, Type 2, the Department's 1988 Standard Specifications and include the following as minimum requirements for the "Keyboard Entry Controller Unit."

- a. The Keyboard Entry Controller Unit must be type-tested and approved by the Department.
- b. The controller shall have hard-wire interconnect capability and internal time base coordination logic. The coordination control shall have the capabilities to operate as described under Sub-section 815.41 of the Standard Specifications.
- c. The controller shall have a data transfer/printer port for data transfer to another controller, printer, or laptop PC computer. A port shall be provided for uploading or downloading controller operating parameters from a laptop PC computer.
- d. The controller shall have a security code function.
- e. The controller unit shall have internal fire preemption control capabilities.
- f. The phase or phases selected for "call to non actuated" (C.N.A.) modes shall be determined as needed by keyboard entries.

The Contractor's attention is directed to Table 2, Required Signal Light Switching Assemblies, Section 815.41 of the Standard Specifications. The Contractor shall furnish the appropriate type and number of load switches and place unutilized load switches in the control cabinet for future use. Load relays shall be easily replaced using a screwdriver. Component relays requiring soldering are not acceptable.

## **Bus Interface Units**

The Bus Interface Unit (BIU) shall comply with Section 8 of the NEMA TS 2 Standard. The BIU shall be fully interchangeable with any other manufacturer's unit and interchangeable in a NEMA TS 2 Type 1 cabinet assembly.

The BIU shall perform the interface function between Port 1 at the controller unit, the malfunction management unit, loop detector rack assembly, and the backpanel terminal and facilities.

As a minimum, two LED indicators shall be provided on the BIU front panel. One indicator shall serve a dual use; as a power on indication and as a diagnostic indicator for proper operation of the device. The second indicator shall serve as a transmit indicator illuminating each time data is transmitted.

The contractor shall supply one additional spare BIU in each controller cabinet.

## **Malfunction Management Unit**

The malfunction management unit (MMU) shall comply with Section 4 of the NEMA TS 2 standard. The MMU shall be capable of operating as either a Type 16 with 16 channels (8 vehicle, 4 pedestrian, 4 overlap) or a Type 12 with 12 channels (8 vehicle, 4 overlap). The MMU's supplied shall be configured to operate as Type 16 units. The MMU shall be capable of supporting flashing yellow arrow operation.

The MMU's in either the Type 16 or Type 12 configuration shall be capable of operating in a NEMA TS 2 Type 1 cabinet or a NEMA TS 1 cabinet without loss of functionality.

## **Load Switches**

Load switches, as required shall comply with Subsection 6.2 of the NEMA TS 2 Standard. All load switches shall utilize optically isolated encapsulated modular solid-state relays. Discrete components on circuit boards are not acceptable.

Load switch indicator lights shall be LED-type and wired on the input side of the device.

## **Video Detection System**

The Contractor shall provide a Video Detection System to detect vehicles. The system shall also provide full motion video output showing zones highlighted during detection for fine-tuning. All hardware and software within the traffic signal cabinet shall be NEMA TS-2 compliant.

The Video Detection System shall utilize a single 360-degree camera with the ability to view and detect vehicles and bicycles on every approach within the detection zone shown on the Plans. The major components of the Video Detection System are further described as follows:

- A. Prior to installation of the Video Detection System a detailed site survey shall be conducted by a factory trained and certified representative. The site survey shall ensure that the design of the camera, camera location, camera optics, and video/data interconnect is appropriate for the application.
- B. The supplier of the Video Detection System shall supervise the installation and testing of the Video Detection System and computer software. A factory certified representative from the supplier shall be on site during installation.
- C. The Video Detection System shall provide one National Television Standards Committee (NTSC) color composite video output.
- D. The Video Detection System shall provide a minimum of 20 detection zones. The system shall provide flexible, user configurable detection zone placement at any orientation within the field of view of the Video Detection System Camera. It shall be possible to overlap detection zones. It shall be possible to configure the Video Detection System to provide detection signals to the traffic signal controller which are comprised of Boolean combinations of detection zones.
- E. The Video Detection System shall provide failsafe operation whereby it places continuous vehicle calls to the traffic signal controller on all detection zones in the event it senses unacceptable video from the Video Detection System Camera.



- F. The Video Detection System shall include a configuring device and/or a Windows based computer software that provides for configuring the Video Detection System, viewing real time video, and updating the flash memory of the Video Detection System with updated application software.
- G. The Video Detection System shall provide count and presence detection performance with at least 96% accuracy under normal (day and night) conditions.
- H. The Video Detection System shall utilize FLASH memory to store the resident application software.
- I. The Video Detection System shall be comprised of a Video Detection System Camera, Video Detection System Cable, and Video Detection System Hardware.
- J. Video Detection System Cameras
  - 1) The Video Detection System Camera shall operate without degradation over a temperature range of -34 to 60 degrees Celsius at a relative humidity of 10% to 90% condensing.
  - 2) The Video Detection System Cameras shall be housed in a water resistant, dust proof NEMA-4 housing. The housing shall include a rear connector for connection of the Video Detection System Cable. The housing shall be field rotatable to allow for proper alignment between the camera and the traveled road surface.
  - 3) The Video Detection System Cameras shall have a heater to prevent the formation of ice and condensation in cold weather and allow the camera to operate correctly while exposed to precipitation and direct sunlight.
  - 4) The Video Detection System Cameras shall have a sunshield to protect the lens from direct sunlight and direct precipitation exposure.
  - 5) The Video Detection System Cameras shall provide useable video and resolvable features in the video image when those features have luminance levels as low as 0.1 lux at night, and as high as 10,000 lux during the day. The Video Detection System Camera shall contain an automatic gain control (AGC) to provide a satisfactory image over the full range of light levels.
- K. Video Detection System Cable
  - 1) The Video Detection System Cable shall interconnect the Video Detection System Camera with the Video Detection System Hardware in the traffic signal control cabinet.
  - 2) The Video Detection System Cable shall meet the design requirements of the Video Detection System Camera manufacturer, and shall be designed and manufactured specifically for the Video Detection System Camera supplied.
  - 3) The Video Detection System Cable shall be capable of withstanding the rigors of outdoor environments, including all combinations of precipitation, heat and cold from -34 to 74 degrees Celsius, and direct exposure to sunlight without exhibiting any signs of deterioration over time.
  - 4) The Video Detection System Cable shall be installed with a suitable drip loop to prevent the entrance of water into the housing.

#### L. Video Detection System Hardware

- 1) The Video Detection System Hardware shall operate without degradation over a temperature range of -34 to 74 degrees Celsius at a relative humidity of 10% to 90% condensing.
- 2) The Video Detection System Hardware shall include interface device(s) which shall be installed in the traffic control cabinet.
- 3) The interface device(s) shall be used to terminate the traffic controller cabinet end of the Video Detection System Cable.
  - a) The interface device(s) shall contain transient suppression devices for all signals transported on the Video Detection System Cable, including but not limited to video, data, and power.
    - The surge protector shall be electrically connected to the cabinet ground rod.
    - Surge protectors should have peak surge current protection of at least 10K amperes with a response time of less than 5 nanoseconds. The protector complies when a lab report from an independent test laboratory stating the product passes this specification is submitted with the shop drawings.
    - Units should be pre-approved or unconditionally warranted for at least 10 years and certified to comply with the product's published specifications by an independent laboratory.
  - b) The interface device(s) shall contain a switch or shut-off mechanism that shall allow the user to turn off AC service to all components of the Video Detection System.
  - c) The interface device(s) shall contain a connector for interfacing to a configuring device and/or a Windows based computer in the field for the purpose of configuring the Video Detection System, viewing real time video, and for updating the flash memory of the Video Detection System with updated application software.
- 4) The Video Detection System Hardware shall include all necessary cables for interconnection to the traffic signal controller, AC power service, a modem for transport of NTSC video to the traffic operations center, and a configuring device and/or a Windows based computer in the field.

#### *Limited Warranty*

The supplier shall provide a limited two-year warranty on the video detection system. See suppliers standard warranty included in the Terms and Conditions of Sale documentation.

During the warranty period, technical support shall be available from the supplier via telephone within 4 hours of the time a call is made by a user, and this support shall be available from factory-certified personnel or factory-certified installers.

During the warranty period, updates to VDP software shall be available from the supplier without charge.

### *Maintenance and Support*

The supplier shall maintain an adequate inventory of parts to support maintenance and repair of the video detection system. These parts shall be available for delivery within 30 days of placement of an acceptable order at the supplier's then current pricing and terms of sale for said parts.

The supplier shall maintain an ongoing program of technical support for the video detection system. This technical support shall be available via telephone, or via conditions, regardless of time of day.

### **LED Pedestrian Signal Modules**

The LED module shall be an approved item from MassDOT's Traffic Control Devices Approved Equipment List.

If the LED module conforms to the latest ITE performance specifications and is Energy Star compliant, it may be submitted for approval to be placed on the Traffic Control Devices Approved Equipment List.

To prevent the LED module warranty from being voided, the connecting leads on the module shall not be cut. The original LED module leads shall be connected to the signal head terminal block as continuous wire without splices.

The LED signal module will be replaced or repaired by the manufacturer if it exhibits one of the following:

- A failure due to workmanship or material defects within the first 60 months of field operation.

- A greater than 40 percent light output degradation or a fall below the minimum intensity levels (as defined by the latest ITE performance specifications) within the first 36 months of field operation.

### **Backplates**

Backplates shall be aluminum non-louvered with a 5 inch border width and a 3 inch yellow retroreflective border. Only backplates that are listed in the latest MassDOT "Qualified Traffic Control Equipment List" will be used on this project.

### **Vehicle Signal Heads**

All proposed vehicle signal heads shall be aluminum and painted yellow. When, in judgment of the Engineer, the visibility of existing or proposed signal faces will be obstructed by trees and other vegetation, the contractor shall clear the obstructions for proper sight distance. Any clearing necessary shall be done within the State, County, or Town layout, as directed by the Engineer.

## **LED Vehicle and Pedestrian Signal Modules**

All signal and pedestrian displays shall be equipped with LED signal modules. All red, amber, green, and pedestrian signal housings with the exception of optically programmed and fiber optic housings and shall conform to the following where applicable:

- ITE's Vehicle Traffic Control Signal Heads – Light Emitting Diode (LED) Arrow Traffic Signal Supplement, Dated July 1, 2007
- ITE's Vehicle Traffic Control Signal Heads – Light Emitting Diode (LED) Circular Signal Supplement, Dated June 27, 2005.
- ITE's Pedestrian and Countdown Signal Modules Compliant to PTCSI - Part 2 Light Emitting Diode (LED), Dated, February 2011
- On the MassDOT Traffic Signal Approved Equipment List

For an LED module to be installed on this project, the LED module shall have approval from the MassDOT Traffic Control Products Approved Equipment Committee and be included on the Traffic Control Products List prior to the date of this proposal

To prevent the LED module warranty from being voided, the connecting leads on the module shall not be cut. The original LED module leads shall be connected to the signal head terminal block as continuous wire without splices.

The LED signal module will be replaced or repaired by the manufacturer if it exhibits one of the following:

- A failure due to workmanship or material defects within the first 60 months of field operation.

A greater than 40 percent light output degradation or a fall below the minimum intensity levels (as defined by the latest ITE performance specifications) within the first 36 months of field operation

## **Pedestrian Signal Heads**

Pedestrian signal heads shall be mounted so that there is a minimum of 24 inches between any part of the housing or visor and the outer face of the curb. All pedestrian signal heads shall be aluminum painted yellow.

Pedestrian signals shall be an approved single section 16 inch Light Emitting Diode (LED) type pedestrian signal head capable of displaying international symbols ("Hand/Person Walking" indications) as per the MUTCD with a countdown display.

## **Pedestrian Pushbutton with Sign and Saddle**

The pedestrian accessible pushbutton shall provide valuable information and cues via both a vibrating arrow button and audible sounds making the intersection accessible for all pedestrians. Informational messages shall be utilized at all pedestrian pushbutton locations. The messages shall conform to the requirements of Section 4E of the MUTCD.

Pedestrian pushbuttons shall be located as close as practicable to the sidewalk curb ramp serving the controlled crossing and shall permit operation from a clear ground space. Pushbuttons shall be located according to the plans and in conformance with Fig 4E-4 of the 2009 MUTCD, with the arrow pointed parallel to the crosswalk being controlled. If two crosswalks, oriented in different

directions, end at or near the same location, the positioning of pedestrian pushbuttons and/or legends on the pedestrian pushbutton signs shall clearly indicate which crosswalk signal is actuated by each pedestrian pushbutton. Typically, pushbuttons shall be separated by a minimum 10 foot distance per MUTCD Fig 4E-4. The 9"x15" standard sign (R10-3f) shall be integral to the pushbutton assembly. In some locations, as shown on the plans, the 10 foot distance between pushbuttons cannot be provided. For these locations the pedestrian push buttons shall provide a pushbutton information message as required per MUTCD Section 4E.10. The speech walk message at each intersection with an exclusive pedestrian phase shall state "Walk sign is on for all crossings."

All sounds shall emanate from the pushbutton unit via a weather-proof speaker that is protected by a vandal resistant screen. The volume of the sounds shall be 5 dB above ambient background sounds to a maximum of 100 dB. The accessible pedestrian pushbutton shall provide the following operating functions:

- Audible Locator tone, tells the pedestrians that the intersection is equipped with accessible pedestrians pushbutton and where it is.
- Acknowledge tone, tells the pedestrians that they have placed the call.
- Informational message, tells the pedestrians about the crossing.
- Walk Cycle message, tells the pedestrians when the Walk Sign is on. Each board has three walk cycle messages; Chirp, Cuckoo, or Custom message.
- Visual: A red LED is lit when the pedestrians have placed a call.
- Tactile: The directional vibro-tactile arrow becomes active with the Walk Sign.

The accessible pedestrian pushbutton shall be installed at a maximum of 42 inches above the finished sidewalk elevation, the pushbutton shall be raised from or flush with their housings and shall be a minimum of 2 inches in the smallest direction. The force required to activate the controls shall be no greater than 5 pounds.

The system shall also satisfy the following design compliance criteria and additional functional requirements:

#### *Design Compliance*

1. The System shall meet the functionality requirements of MUTCD 2009-4E.
2. The System shall meet NEMA TS 2 Section 2.1 Temperature & Humidity (salt-fog) requirements.
3. The System shall meet NEMA TS 2 Section 2.1 Transient Voltage Protection requirements.
4. The System shall meet NEMA TS 2 Section 2.1 Mechanical Shock and Vibration requirements.

#### *Functional Requirements*

1. The System shall be able to be set to vibrate a tactile arrow button during the WALK interval following a button push and/or every time the walk comes up.
2. The System shall have the field-selectable function known as "Locating Tone". This means that during the FLASHING DON'T WALK and the DON'T WALK intervals, the system shall provide a locating tone that emanates from the Pedestrian Push Button Station.
3. The System shall have the field selectable function known as "Informational Message". This means that a custom message giving the location of the street to cross and the intersection (or other information) can be vocalized.

4. The System shall provide a “Wait” message that is triggered once the pushbutton is activated.
5. The System shall have standard “Travel Direction” options that can be selected at the time of installation.
6. The System shall have at least four field selectable WALK sound options including a cuckoo, a chirp, an MUTCD rapid tick or user-defined custom voice message.
7. The System shall provide three pedestrian clearance sound choices.
8. “Locator tone”, “Walk” and “Pedestrian Clearance” audible features shall have independent assignable minimum and maximum volume limits.
9. The system shall utilize an internal ambient-sound sensing microphone located within the pedestrian pushbutton (PPB) station in a non-visible, environmentally protected housing.
10. All sound levels shall be adjusted automatically via the internal PPB audible feedback microphone, in response to ambient noise measurements over a 60dB range with additional software-based volume control to adjust the sound level at ambient, 5dB or 10dB over ambient, to a maximum of 100dB.
11. The system shall have an independent ambient adjustment setting for the locator tone that allows the locate tone volume to be set to play below the ambient noise level.
12. The APS shall utilize high quality digital audio technology.
13. The firmware and voice messages shall be upgradeable. There shall be no requirement for the IC chips or module hardware to be removed or exchanged in order to complete a firmware update.
14. Use of field replaceable fuses is unacceptable. All fuses and overload protection circuits shall be solid state, and self-resetting in the event of overload.
15. The system shall allow time of day (TOD), week, month & holiday programming, with a minimum of 4 TOD alternate programs.
16. The system shall have an event tracking log and allow downloading of the time stamped event data.
17. The system shall operate to record and upload cumulative pedestrian count and call data.

## **Wiring**

Traffic signal cable shall be of Type 2, #14 AWG stranded, 10-conductor minimum meeting the requirements of IMSA Specification 20-1. All systems shall have a minimum of one (1) 10-conductor cable for each vehicle phase, overlap phase, and pedestrian phase for controller outputs to field wiring required by the timing and sequence plan. A minimum of five (5) spare conductors shall be provided in the base of each signal post and mast arm. Openings, where cables enter the base of a cabinet, shall be sealed with an approved elastic sealing compound. The open ends of conduits entering or leaving mast arms, posts, and pull boxes shall also be sealed with the approved elastic sealing compound.

## **Fine Tuning, Testing and Adjustment Period**

After the Contractor has finished modifying the controller settings and all other associated signal equipment to operate as specified in the contract documents, the fine tuning, adjusting and testing period shall begin. During this period, the Contractor, under the direction of the Engineer, will make necessary adjustments and tests to ensure safe and efficient operation of the equipment. This completion date has taken this testing period into consideration. No request for final acceptance will be considered until successful completion of the testing period.

### **Guarantee After Final Acceptance**

The Contractor shall diagnose (trouble-shoot) the system and, at his own expenses replace any part of the traffic signal control equipment found to be defective in workmanship, material or manner of functioning within six months from date of final acceptance of all the installations under this Contract. This requirement does not affect the one-year warranty period on equipment specified in Subsection 815.20 of the Standard Specifications.

Upon the date of acceptance of the project by MassDOT, the Contractor shall turn over all guarantees and warranties to MassDOT, where applicable.

### **Miscellaneous Requirements**

The Contractor shall make all necessary arrangements with the electric company for the service connections or for any main power cut off when necessary, and bear all charges incurred thereby.

### **Basis of Payment**

The lump sum price bid for Item 816.01 shall constitute full compensation for all labor, materials, and equipment necessary or incidental to the installation of a complete intersection traffic control signal system functioning as specified and as shown, including adjustment of existing traffic signals during construction, removal and stacking of existing equipment to a location specified by the Owner, service connections and all charges, therefore.

No separate payment will be made for the maintenance of existing traffic control signals, but all costs shall be included in the lump sum price bid for Item 816.01. Modifications needed to the traffic signals during construction and maintenance of the new equipment shall be included until final acceptance.

**ITEM 850.01****TEMPORARY TRAFFIC CONTROL****LUMP SUM**

The intent is to ensure public safety by the use of temporary traffic control devices.

Nothing contained herein shall be construed as relieving the Contractor of any of their responsibilities for protection of persons and property under the terms of the Contract.

**MATERIAL**

All signs, barricades, and drums shall have encapsulated lens and reflective sheeting in accordance with the Massachusetts "Standard Specifications for Highways and Bridges".

Contractors will be responsible for all any signage, traffic cones or any other items that deem necessary for safe routing around the traffic site.

**EXECUTION OF WORK**

At a reasonable time in advance of the construction work, the Contractor shall submit to the Town for approval a traffic management plan prepared and stamped by a professional engineer in Massachusetts, including dates and times of proposed detour routes, location of proposed barricades, traffic control devices, detour signage, message boards and location of police details. All of the devices shall be moved after each phase of the project and after the project is completed.

The Contractor shall notify the responsible heads of the Fire, Police, and Public Works Departments, before beginning each phase of the project

All signs, barricades, makings and lighting devices shall conform to the Manual on Uniform Traffic Control Devices - latest edition.

**MEASUREMENT AND PAYMENT**

The work under Item 850.01 Temporary Traffic Control shall be paid for at the contract Lump Sum price, which shall constitute full payment.



**ITEM 999.1****POLICE SERVICES****HR**

When, in the opinion of the Owner or the Engineer, public safety or convenience requires the services of police, the Contractor will arrange, document, and pay for manpower to direct traffic within the location of work under this Contract. The intent is to ensure public safety by police direction of traffic. Police will be assigned to protect the Owner's interests and are not to serve as watchmen to protect the Contractor's equipment and materials, not to facilitate or expedite construction at the expense of vehicular traffic or pedestrian delays and not to warn pedestrians or vehicle operators of hazards within the work zone.

The Contractor shall provide such police officers as may be deemed necessary by either the Engineer or the Town for the direction and control of all traffic traveling within and through the project area. The police officers shall be obtained from the Town Police Department as applicable. The police officers shall be paid by the Contractor at the prevailing rate of wages established by the Town.

All Police Details shall be ordered directly by the Contractor by calling the Tewksbury Police Department at 978-851-7373.

**MEASUREMENT AND PAYMENT**

The work under Item 999.1 shall be paid for based on a per-man-hour unit price in accordance with an invoice from the Town of Tewksbury Police Department. Copies of all invoices will be submitted to the Town along with reimbursement requests. Payments shall be made for normal four (4) or eight (8) hour weekday police shift. Contractor scheduling shall be reflective of the standard shift periods.

The Town of Tewksbury Police Department, or other police departments when applicable, shall provide detailed invoices to the Contractor. Upon receipt of the invoice from the Police Department, the Contractor is responsible for payment of the invoices. After payment of the invoices, the Contractor can submit for reimbursement of the police details in their requisition for payment. Copies of the Police Department Invoices, Police Detail billing slips, and proof of payment (copy of check to the Police Department, etc.) must be submitted with the reimbursement request. No Contractor markup shall be made on the costs of the Police Details.

Police Detail invoices will be paid by the Contractor and reimbursed by the Town of Tewksbury DPW. The Contractor shall coordinate all detail assignments. No reimbursement will be made for overtime, holiday, or premium hours without prior written approval from the Town. Unit pricing shown for uniform bid comparison only. Actual invoiced hourly rates may vary. Reimbursements will be made at the actual invoices amounts without Contractor markup.

All payments to police for work under this Contract shall be in accordance with Section 34B of Chapter 149 of the General Laws of the Commonwealth of Massachusetts which states that reserve police officers shall receive the same prevailing wage rate as paid to regular police officers.

Cancellation of any scheduled police detail due to inclement weather or any other reason shall be the responsibility of the Contractor and shall be made no less than two (2) hours prior to the scheduled start time. Contractor shall be responsible for the cost of police details not cancelled or cancelled without proper two (2) hour notice, with no reimbursement by the Owner. Please note that the Tewksbury Police Department strictly follows this policy. Cancellations made with less than 120 minutes notice will be billed to the Contractor for a four (4) hour minimum shift per each scheduled police detail officer.

**APPENDIX A**  
**PAYMENT REQUISITION (AIA FORMAT)**

# APPLICATION AND CERTIFICATE FOR PAYMENT

AIA DOCUMENT G702/Cma

(Instructions on reverse side)

CONSTRUCTION MANAGER-ADVISOR EDITION

PAGE ONE OF 3 PAGES

CONTRACTOR:

SUBCONTRACTOR:

CONTRACT FOR:

PROJECT:

VIA CONSTRUCTION MANAGER:  
VIA ARCHITECT:

APPLICATION NUMBER:

PERIOD TO:  
PROJECT NOS.:

CONTRACT DATE:

Distribution to:

☐ OWNER  
☐ CONSTRUCTION  
MANAGER  
☐ ARCHITECT  
☐ CONTRACTOR

## CONTRACTOR'S APPLICATION FOR PAYMENT

Application is made for payment, as shown below, in accordance with the Contract.

Continuation Sheet, AIA Document G703, is attached.

1. **ORIGINAL CONTRACT SUM** \$0.00
2. **Net Change By Change Orders** \$0.00
3. **CONTRACT SUM TO DATE** (Line 1 +2)..... \$ -
4. **TOTAL COMPLETED & STORED TO DATE**..... \$0.00  
(Column G on G703)
5. **RETAINAGE:**
  - a. 10% % of Completed Work \$0.00  
(Columns D & E on G703)
  - b. 10% % of Stored Material \$0.00  
(Column F on G703)Total Retainage (Line 5a + 5b or  
Total in Column I of G703) \$0.00
6. **TOTAL EARNED LESS RETAINAGE**..... \$0.00  
(Line 4 less Line 5 Total)
7. **LESS PREVIOUS CERTIFICATES FOR PAYMENT**  
(Line 6 from prior Certificate) \$0.00
8. **CURRENT PAYMENT DUE** \$0.00
9. **BALANCE TO FINISH, INCLUDING RETAINAGE**  
(Line 3 less Line 6) \$ -

CHANGE ORDER SUMMARY	ADDITIONS	DEDUCTIONS
Total changes approved in previous months by Owner		
Total Approved this Month		
TOTALS	\$0.00	\$0.00
NET CHANGES by Change Order		\$0.00

The undersigned Contractor certifies that to the best of the Contractor's knowledge, information and belief, the Work covered by this Application for Payment has been completed in accordance with the Contract Documents, that all amounts have been paid by the Contractor for Work for which previous Certificates for Payment were issued and payments received from the Owner, and that current payment shown herein is now due.  
CONTRACTOR:

BY: \_\_\_\_\_ DATE \_\_\_\_\_

State of: \_\_\_\_\_ County of : \_\_\_\_\_

Subscribed and sworn before me this \_\_\_\_\_ day of \_\_\_\_\_ 20\_\_\_\_\_

Notary Public:

My Commission Expires:

## CERTIFICATE FOR PAYMENT

In accordance with the Contract Documents, based on on-site observations and the data comprising the above application, the Construction Manager certifies that to the best of his knowledge, information and belief the Work has progressed as indicated, the quality of the Work is in accordance with the Contract Documents, and the Contractor is entitled to payment of the AMOUNT CERTIFIED.

**AMOUNT CERTIFIED**..... \$ -

(Attach explanation if amount certified differs from the amount applied for. Initial all figures on this Application and on the Continuation Sheet that changed to conform to the amount certified.)

**CONSTRUCTION MGR:**

By: \_\_\_\_\_ Date: \_\_\_\_\_

**ARCHITECT:**

By: \_\_\_\_\_ Date: \_\_\_\_\_

This certificate is not negotiable. The AMOUNT CERTIFIED is payable only to the Contractor named herein. Issuance, payment and acceptance of payment are without prejudice to any rights of the Owner or Contractor under this Contract.

**APPENDIX B**  
**CONTRACT COMPLETION AND ACCEPTANCE**  
**CERTIFICATE FORM, RELEASE OF LIENS AND**  
**CLAIMS FORM**

## CONTRACT COMPLETION AND ACCEPTANCE CERTIFICATE

TO: Town of Tewksbury  
1009 Main Street  
Tewksbury, Massachusetts 01876

RE: Contract Title: Andover St. / North St. Traffic Signal Improvements Project  
Contract Number: PW-25-03  
Contract Date:  
Location: Tewksbury, Massachusetts

CONTRACTOR under the above Contract agrees to accept the sum of \_\_\_\_\_ dollars as full and final payment for all work under the above contract.

\_\_\_\_\_ hereby certifies that all work has been completed in  
(Authorized Rep. of Contractor)  
compliance with the Contract Documents, and that all labor, equipment, materials, subcontractors and suppliers have been or will be paid in accordance with the requirements of the Contract Documents, and the requirements of the General laws of the Commonwealth of Massachusetts  
Signed under the pains and penalties of perjury as of \_\_\_\_\_, 2025.

\_\_\_\_\_  
(Contractor Name)

\_\_\_\_\_  
(Address)

\_\_\_\_\_  
(City/Town, State, Zip)

\_\_\_\_\_  
(Signature of Authorized Representative)

\_\_\_\_\_  
(Typed Name and Title of Authorized Representative)

**COMMONWEALTH OF MASSACHUSETTS**

\_\_\_\_\_, SS. \_\_\_\_\_, 2025

Then personally appeared before me, \_\_\_\_\_ of  
(Name of Authorized Rep.)

\_\_\_\_\_ who acknowledged that foregoing instrument to be  
(Name of Contractor)

it's free act and deed of \_\_\_\_\_ and, further, made oath that  
(Name of Contractor)

the certifications made in the foregoing instrument were true to the best of its knowledge,  
information and belief.

\_\_\_\_\_  
Notary Public

\_\_\_\_\_  
Commission Expiration

## **RELEASE OF LIENS AND CLAIMS**

TO: Town of Tewksbury

1009 Main Street

Tewksbury, Massachusetts 01876

RE: Contract Title: Andover Street at North Street Traffic Signal Improvements Project

Contract Number: PW-25-03

Contract Date:

Location: Tewksbury, Massachusetts

In consideration of final payment in the amount of \_\_\_\_\_  
received from the Owner for work performed by the undersigned Contractor under the above  
referenced Contract, the Contractor, on behalf of itself and its subcontractors and suppliers of  
every tier, hereby releases and discharges the Town from any and all liens, claims and causes of  
action which the Contractor, its subcontractors and suppliers of every tier, now have or ever had  
against the Owner arising out of or related to the above-referenced Contract; provided, however,  
that neither the Owner's issuance of final payment nor anything in this Release shall operate to  
discharge the Contractor from any obligation under the Contract Documents which is to continue  
after final payment including, but not limited to, the Contractor's obligation to indemnify, defend  
and hold the Owner and Engineer harmless from such liens claims and causes of action and from  
the claims of third parties in connection with the performance of the work, and the Contractor's  
obligations under the guarantee and warranty provisions of the Contract Documents, all of which  
obligations the Contractor hereby ratifies and confirms.

Executed as an instrument under seal as of \_\_\_\_\_, 2025.

\_\_\_\_\_  
(Contractor Name)

\_\_\_\_\_  
(Address)

\_\_\_\_\_  
(City/Town, State, Zip)

\_\_\_\_\_  
(Signature of Authorized Representative)

\_\_\_\_\_  
(Typed Name and Title of Authorized Representative)

**COMMONWEALTH OF MASSACHUSETTS**

\_\_\_\_\_, SS. \_\_\_\_\_, 2025

Then personally appeared before me, \_\_\_\_\_ of

(Name of Authorized Rep.)

\_\_\_\_\_ who acknowledged that foregoing instrument to be  
(Name of Contractor)

it's free act and deed of \_\_\_\_\_  
(Name of Contractor)

\_\_\_\_\_  
Notary Public

\_\_\_\_\_  
Commission Expiration



APPENDIX C  
PREVAILING WAGE RATES



MAURA HEALEY  
Governor

KIM DRISCOLL  
Lt. Governor

THE COMMONWEALTH OF MASSACHUSETTS  
EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT  
DEPARTMENT OF LABOR STANDARDS

Prevailing Wage Rates

As determined by the Director under the provisions of the  
Massachusetts General Laws, Chapter 149, Sections 26 to 27H

LAUREN JONES  
Secretary

MICHAEL FLANAGAN  
Director

**Awarding Authority:** Town of Tewksbury  
**Contract Number:** PW-25-03 **City/Town:** TEWKSBURY  
**Description of Work:** Replacement of malfunction management units, installation of a new controller. Installation of new 3, 4-section and pedestrian signal heads and detection cameras. New walkway warning panels and ramps.  
**Job Location:** 1534 Andover Street

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Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. For multi-year CM AT RISK projects, the awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. The updated wage schedule must be provided to all contractors, including general and sub-contractors, working on the construction project.
- This annual update requirement is generally not applicable to 27F "rental of equipment" contracts. For such contracts, the prevailing wage rates issued by DLS shall remain in effect for the duration of the contract term. However, if the prevailing wage rate sheet issued does not contain wage rates for each year covered by the contract term, the Awarding Authority must request updated rate sheets from DLS and provide them to the contractor to ensure the correct rates are being paid throughout the duration of the contract. Additionally, if an Awarding Authority exercises an option to renew or extend the contract term, they must request updated rate sheets from DLS and provide them to the contractor.
- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the "Wage Request Number" on all pages of this schedule.
- An Awarding Authority must request an updated wage schedule if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or a sub-contractor.
- Apprentices working on the project are required to be registered with the Massachusetts Division of Apprentice Standards (DAS). Apprentices must keep their apprentice identification card on their persons during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. **Any apprentice not registered with DAS regardless of whether they are registered with another federal, state, local, or private agency must be paid the journeyworker's rate.**
- Every contractor or subcontractor working on the construction project must submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. For a sample payroll reporting form go to <http://www.mass.gov/dols/pw>.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
- Contractors must obtain the wage schedules from awarding authorities. Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may file a complaint with the Fair Labor Division of the office of the Attorney General at (617) 727-3465.

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
<b>Construction</b>						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	06/01/2024	\$39.95	\$15.07	\$18.67	\$0.00	\$73.69
	12/01/2024	\$39.95	\$15.07	\$20.17	\$0.00	\$75.19
	01/01/2025	\$39.95	\$15.57	\$20.17	\$0.00	\$75.69
	06/01/2025	\$40.95	\$15.57	\$20.17	\$0.00	\$76.69
	12/01/2025	\$40.95	\$15.57	\$21.78	\$0.00	\$78.30
	01/01/2026	\$40.95	\$16.17	\$21.78	\$0.00	\$78.90
	06/01/2026	\$41.95	\$16.17	\$21.78	\$0.00	\$79.90
	12/01/2026	\$41.95	\$16.17	\$23.52	\$0.00	\$81.64
	01/01/2027	\$41.95	\$16.77	\$23.52	\$0.00	\$82.24
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	06/01/2024	\$40.02	\$15.07	\$18.67	\$0.00	\$73.76
	12/01/2024	\$40.02	\$15.07	\$20.17	\$0.00	\$75.26
	01/01/2025	\$40.02	\$15.57	\$20.17	\$0.00	\$75.76
	06/01/2025	\$41.02	\$15.57	\$20.17	\$0.00	\$76.76
	12/01/2025	\$41.02	\$15.57	\$21.78	\$0.00	\$78.37
	01/01/2026	\$41.02	\$16.17	\$21.78	\$0.00	\$78.97
	06/01/2026	\$42.02	\$16.17	\$21.78	\$0.00	\$79.97
	12/01/2026	\$42.02	\$16.17	\$23.52	\$0.00	\$81.71
	01/01/2027	\$42.02	\$16.77	\$23.52	\$0.00	\$82.31
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	06/01/2024	\$40.14	\$15.07	\$18.67	\$0.00	\$73.88
	12/01/2024	\$40.14	\$15.07	\$20.17	\$0.00	\$75.38
	01/01/2025	\$40.14	\$15.57	\$20.17	\$0.00	\$75.88
	06/01/2025	\$41.14	\$15.57	\$20.17	\$0.00	\$76.88
	12/01/2025	\$41.14	\$15.57	\$21.78	\$0.00	\$78.49
	01/01/2026	\$41.14	\$16.17	\$21.78	\$0.00	\$79.09
	06/01/2026	\$42.14	\$16.17	\$21.78	\$0.00	\$80.09
	12/01/2026	\$42.14	\$16.17	\$23.52	\$0.00	\$81.83
	01/01/2027	\$42.14	\$16.77	\$23.52	\$0.00	\$82.43
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2024	\$39.28	\$9.65	\$18.40	\$0.00	\$67.33
	12/01/2024	\$40.61	\$9.65	\$18.40	\$0.00	\$68.66
	06/01/2025	\$42.00	\$9.65	\$18.40	\$0.00	\$70.05
	12/01/2025	\$43.38	\$9.65	\$18.40	\$0.00	\$71.43
	06/01/2026	\$44.82	\$9.65	\$18.40	\$0.00	\$72.87
	12/01/2026	\$46.26	\$9.65	\$18.40	\$0.00	\$74.31
	06/01/2027	\$47.71	\$9.65	\$18.40	\$0.00	\$75.76
	12/01/2027	\$49.16	\$9.65	\$18.40	\$0.00	\$77.21
	06/01/2028	\$50.66	\$9.65	\$18.40	\$0.00	\$78.71
For apprentice rates see "Apprentice- LABORER"	12/01/2028	\$52.16	\$9.65	\$18.40	\$0.00	\$80.21

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
AIR TRACK OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY &amp; HIGHWAY)</i>	06/01/2024	\$39.28	\$9.65	\$17.80	\$0.00	\$66.73
	12/01/2024	\$40.61	\$9.65	\$17.80	\$0.00	\$68.06
	06/01/2025	\$42.00	\$9.65	\$17.80	\$0.00	\$69.45
	12/01/2025	\$43.38	\$9.65	\$17.80	\$0.00	\$70.83
	06/01/2026	\$44.82	\$9.65	\$17.80	\$0.00	\$72.27
	12/01/2026	\$46.26	\$9.65	\$17.80	\$0.00	\$73.71
	For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"					
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. <i>HEAT &amp; FROST INSULATORS LOCAL 6 (BOSTON)</i>	06/01/2024	\$41.80	\$14.50	\$11.05	\$0.00	\$67.35
	12/01/2024	\$42.80	\$14.50	\$11.05	\$0.00	\$68.35
	06/01/2025	\$43.80	\$14.50	\$11.05	\$0.00	\$69.35
	12/01/2025	\$44.80	\$14.50	\$11.05	\$0.00	\$70.35
ASPHALT RAKER <i>LABORERS - ZONE 2</i>	06/01/2024	\$38.78	\$9.65	\$18.40	\$0.00	\$66.83
	12/01/2024	\$40.11	\$9.65	\$18.40	\$0.00	\$68.16
	06/01/2025	\$41.50	\$9.65	\$18.40	\$0.00	\$69.55
	12/01/2025	\$42.88	\$9.65	\$18.40	\$0.00	\$70.93
	06/01/2026	\$44.32	\$9.65	\$18.40	\$0.00	\$72.37
	12/01/2026	\$45.76	\$9.65	\$18.40	\$0.00	\$73.81
	06/01/2027	\$47.21	\$9.65	\$18.40	\$0.00	\$75.26
	12/01/2027	\$48.66	\$9.65	\$18.40	\$0.00	\$76.71
	06/01/2028	\$50.16	\$9.65	\$18.40	\$0.00	\$78.21
	12/01/2028	\$51.66	\$9.65	\$18.40	\$0.00	\$79.71
	For apprentice rates see "Apprentice- LABORER"					
ASPHALT RAKER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY &amp; HIGHWAY)</i>	06/01/2024	\$38.78	\$9.65	\$17.80	\$0.00	\$66.23
	12/01/2024	\$40.11	\$9.65	\$17.80	\$0.00	\$67.56
	06/01/2025	\$41.50	\$9.65	\$17.80	\$0.00	\$68.95
	12/01/2025	\$42.88	\$9.65	\$17.80	\$0.00	\$70.33
	06/01/2026	\$44.32	\$9.65	\$17.80	\$0.00	\$71.77
	12/01/2026	\$45.76	\$9.65	\$17.80	\$0.00	\$73.21
	For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"					
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2024	\$56.03	\$15.30	\$16.40	\$0.00	\$87.73
	12/01/2024	\$57.48	\$15.30	\$16.40	\$0.00	\$89.18
	06/01/2025	\$58.78	\$15.30	\$16.40	\$0.00	\$90.48
	12/01/2025	\$60.23	\$15.30	\$16.40	\$0.00	\$91.93
	06/01/2026	\$61.53	\$15.30	\$16.40	\$0.00	\$93.23
	12/01/2026	\$62.98	\$15.30	\$16.40	\$0.00	\$94.68
	For apprentice rates see "Apprentice- OPERATING ENGINEERS"					
BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2024	\$56.03	\$15.30	\$16.40	\$0.00	\$87.73
	12/01/2024	\$57.48	\$15.30	\$16.40	\$0.00	\$89.18
	06/01/2025	\$58.78	\$15.30	\$16.40	\$0.00	\$90.48
	12/01/2025	\$60.23	\$15.30	\$16.40	\$0.00	\$91.93
	06/01/2026	\$61.53	\$15.30	\$16.40	\$0.00	\$93.23
	12/01/2026	\$62.98	\$15.30	\$16.40	\$0.00	\$94.68
	For apprentice rates see "Apprentice- OPERATING ENGINEERS"					

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 2</i>	06/01/2024	\$38.78	\$9.65	\$18.40	\$0.00	\$66.83
	12/01/2024	\$40.11	\$9.65	\$18.40	\$0.00	\$68.16
	06/01/2025	\$41.50	\$9.65	\$18.40	\$0.00	\$69.55
	12/01/2025	\$42.88	\$9.65	\$18.40	\$0.00	\$70.93
	06/01/2026	\$44.32	\$9.65	\$18.40	\$0.00	\$72.37
	12/01/2026	\$45.76	\$9.65	\$18.40	\$0.00	\$73.81
	06/01/2027	\$47.21	\$9.65	\$18.40	\$0.00	\$75.26
	12/01/2027	\$48.66	\$9.65	\$18.40	\$0.00	\$76.71
	06/01/2028	\$50.16	\$9.65	\$18.40	\$0.00	\$78.21
	12/01/2028	\$51.66	\$9.65	\$18.40	\$0.00	\$79.71
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 2</i>	06/01/2024	\$39.28	\$9.65	\$18.40	\$0.00	\$67.33
	12/01/2024	\$40.61	\$9.65	\$18.40	\$0.00	\$68.66
	06/01/2025	\$42.00	\$9.65	\$18.40	\$0.00	\$70.05
	12/01/2025	\$43.38	\$9.65	\$18.40	\$0.00	\$71.43
	06/01/2026	\$44.82	\$9.65	\$18.40	\$0.00	\$72.87
	12/01/2026	\$46.26	\$9.65	\$18.40	\$0.00	\$74.31
	06/01/2027	\$47.71	\$9.65	\$18.40	\$0.00	\$75.76
	12/01/2027	\$49.16	\$9.65	\$18.40	\$0.00	\$77.21
	06/01/2028	\$50.66	\$9.65	\$18.40	\$0.00	\$78.71
	12/01/2028	\$52.16	\$9.65	\$18.40	\$0.00	\$80.21
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY &amp; HIGHWAY)</i>	06/01/2024	\$39.28	\$9.65	\$17.80	\$0.00	\$66.73
	12/01/2024	\$40.61	\$9.65	\$17.80	\$0.00	\$68.06
	06/01/2025	\$42.00	\$9.65	\$17.80	\$0.00	\$69.45
	12/01/2025	\$43.38	\$9.65	\$17.80	\$0.00	\$70.83
	06/01/2026	\$44.82	\$9.65	\$17.80	\$0.00	\$72.27
	12/01/2026	\$46.26	\$9.65	\$17.80	\$0.00	\$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
BOILER MAKER <i>BOILERMAKERS LOCAL 29</i>	01/01/2024	\$48.12	\$7.07	\$20.60	\$0.00	\$75.79

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	\$31.28	\$7.07	\$13.22	\$0.00	\$51.57
2	65	\$31.28	\$7.07	\$13.22	\$0.00	\$51.57
3	70	\$33.68	\$7.07	\$14.23	\$0.00	\$54.98
4	75	\$36.09	\$7.07	\$15.24	\$0.00	\$58.40
5	80	\$38.50	\$7.07	\$16.25	\$0.00	\$61.82
6	85	\$40.90	\$7.07	\$17.28	\$0.00	\$65.25
7	90	\$43.31	\$7.07	\$18.28	\$0.00	\$68.66
8	95	\$45.71	\$7.07	\$19.32	\$0.00	\$72.10

Notes:

Apprentice to Journeyworker Ratio:1:4

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)	08/01/2024	\$62.36	\$11.49	\$22.90	\$0.00	\$96.75
BRICKLAYERS LOCAL 3 (LOWELL)	02/01/2025	\$63.66	\$11.49	\$22.90	\$0.00	\$98.05
	08/01/2025	\$65.81	\$11.49	\$22.90	\$0.00	\$100.20
	02/01/2026	\$67.16	\$11.49	\$22.90	\$0.00	\$101.55
	08/01/2026	\$69.36	\$11.49	\$22.90	\$0.00	\$103.75
	02/01/2027	\$70.76	\$11.49	\$22.90	\$0.00	\$105.15

Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Lowell

Effective Date - 08/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$31.18	\$11.49	\$22.90	\$0.00	\$65.57
2	60	\$37.42	\$11.49	\$22.90	\$0.00	\$71.81
3	70	\$43.65	\$11.49	\$22.90	\$0.00	\$78.04
4	80	\$49.89	\$11.49	\$22.90	\$0.00	\$84.28
5	90	\$56.12	\$11.49	\$22.90	\$0.00	\$90.51

Effective Date - 02/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$31.83	\$11.49	\$22.90	\$0.00	\$66.22
2	60	\$38.20	\$11.49	\$22.90	\$0.00	\$72.59
3	70	\$44.56	\$11.49	\$22.90	\$0.00	\$78.95
4	80	\$50.93	\$11.49	\$22.90	\$0.00	\$85.32
5	90	\$57.29	\$11.49	\$22.90	\$0.00	\$91.68

Notes:

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BULLDOZER/GRADER/SCRAPER <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2024	\$55.41	\$15.30	\$16.40	\$0.00	\$87.11
	12/01/2024	\$56.85	\$15.30	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.13	\$15.30	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.57	\$15.30	\$16.40	\$0.00	\$91.27
	06/01/2026	\$60.85	\$15.30	\$16.40	\$0.00	\$92.55
	12/01/2026	\$62.29	\$15.30	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CAISSON & UNDERPINNING BOTTOM MAN <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2024	\$46.63	\$9.65	\$18.22	\$0.00	\$74.50
	12/01/2024	\$48.10	\$9.65	\$18.22	\$0.00	\$75.97
	06/01/2025	\$49.60	\$9.65	\$18.22	\$0.00	\$77.47
	12/01/2025	\$51.10	\$9.65	\$18.22	\$0.00	\$78.97
	06/01/2026	\$52.65	\$9.65	\$18.22	\$0.00	\$80.52
	12/01/2026	\$54.15	\$9.65	\$18.22	\$0.00	\$82.02
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2024	\$45.48	\$9.65	\$18.22	\$0.00	\$73.35
	12/01/2024	\$46.95	\$9.65	\$18.22	\$0.00	\$74.82
	06/01/2025	\$48.45	\$9.65	\$18.22	\$0.00	\$76.32
	12/01/2025	\$49.95	\$9.65	\$18.22	\$0.00	\$77.82
	06/01/2026	\$51.50	\$9.65	\$18.22	\$0.00	\$79.37
	12/01/2026	\$53.00	\$9.65	\$18.22	\$0.00	\$80.87
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2024	\$45.81	\$9.65	\$18.22	\$0.00	\$73.68
	12/01/2024	\$47.28	\$9.65	\$18.22	\$0.00	\$75.15
	06/01/2025	\$48.78	\$9.65	\$18.22	\$0.00	\$76.65
	12/01/2025	\$50.28	\$9.65	\$18.22	\$0.00	\$78.15
	06/01/2026	\$51.83	\$9.65	\$18.22	\$0.00	\$79.70
	12/01/2026	\$53.33	\$9.65	\$18.22	\$0.00	\$81.20
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2024	\$38.78	\$9.65	\$18.40	\$0.00	\$66.83
	12/01/2024	\$40.11	\$9.65	\$18.40	\$0.00	\$68.16
	06/01/2025	\$41.50	\$9.65	\$18.40	\$0.00	\$69.55
	12/01/2025	\$42.88	\$9.65	\$18.40	\$0.00	\$70.93
	06/01/2026	\$44.32	\$9.65	\$18.40	\$0.00	\$72.37
	12/01/2026	\$45.76	\$9.65	\$18.40	\$0.00	\$73.81
	06/01/2027	\$47.21	\$9.65	\$18.40	\$0.00	\$75.26
	12/01/2027	\$48.66	\$9.65	\$18.40	\$0.00	\$76.71
	06/01/2028	\$50.16	\$9.65	\$18.40	\$0.00	\$78.21
	12/01/2028	\$51.66	\$9.65	\$18.40	\$0.00	\$79.71
For apprentice rates see "Apprentice- LABORER"						
CARPENTER <i>CARPENTERS -ZONE 2 (Eastern Massachusetts)</i>	09/01/2024	\$48.37	\$9.83	\$19.97	\$0.00	\$78.17
	03/01/2025	\$49.62	\$9.83	\$19.97	\$0.00	\$79.42
	09/01/2025	\$50.87	\$9.83	\$19.97	\$0.00	\$80.67
	03/01/2026	\$52.12	\$9.83	\$19.97	\$0.00	\$81.92
	09/01/2026	\$53.37	\$9.83	\$19.97	\$0.00	\$83.17
	03/01/2027	\$54.62	\$9.83	\$19.97	\$0.00	\$84.42

Apprentice - CARPENTER - Zone 2 Eastern MA

Effective Date - 09/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$21.77	\$9.83	\$1.73	\$0.00	\$33.33
2	45	\$21.77	\$9.83	\$1.73	\$0.00	\$33.33
3	55	\$26.60	\$9.83	\$3.40	\$0.00	\$39.83
4	55	\$26.60	\$9.83	\$3.40	\$0.00	\$39.83
5	70	\$33.86	\$9.83	\$16.51	\$0.00	\$60.20
6	70	\$33.86	\$9.83	\$16.51	\$0.00	\$60.20
7	80	\$38.70	\$9.83	\$18.24	\$0.00	\$66.77
8	80	\$38.70	\$9.83	\$18.24	\$0.00	\$66.77

Effective Date - 03/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$22.33	\$9.83	\$1.73	\$0.00	\$33.89
2	45	\$22.33	\$9.83	\$1.73	\$0.00	\$33.89
3	55	\$27.29	\$9.83	\$3.40	\$0.00	\$40.52
4	55	\$27.29	\$9.83	\$3.40	\$0.00	\$40.52
5	70	\$34.73	\$9.83	\$16.51	\$0.00	\$61.07
6	70	\$34.73	\$9.83	\$16.51	\$0.00	\$61.07
7	80	\$39.70	\$9.83	\$18.24	\$0.00	\$67.77
8	80	\$39.70	\$9.83	\$18.24	\$0.00	\$67.77

Notes:

Apprentice to Journeyworker Ratio:1:5

CARPENTER WOOD FRAME	10/01/2024	\$26.65	\$7.02	\$4.80	\$0.00	\$38.47
CARPENTERS-ZONE 3 (Wood Frame)	10/01/2025	\$27.75	\$7.02	\$4.80	\$0.00	\$39.57
	10/01/2026	\$28.85	\$7.02	\$4.80	\$0.00	\$40.67
All Aspects of New Wood Frame Work						



Apprentice - CARPENTER (Wood Frame) - Zone 3

Effective Date - 10/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$15.99	\$7.02	\$0.00	\$0.00	\$23.01
2	60	\$15.99	\$7.02	\$0.00	\$0.00	\$23.01
3	65	\$17.32	\$7.02	\$1.00	\$0.00	\$25.34
4	70	\$18.66	\$7.02	\$1.00	\$0.00	\$26.68
5	75	\$19.99	\$7.02	\$4.80	\$0.00	\$31.81
6	80	\$21.32	\$7.02	\$4.80	\$0.00	\$33.14
7	85	\$22.65	\$7.02	\$4.80	\$0.00	\$34.47
8	90	\$23.99	\$7.02	\$4.80	\$0.00	\$35.81

Effective Date - 10/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$16.65	\$7.02	\$0.00	\$0.00	\$23.67
2	60	\$16.65	\$7.02	\$0.00	\$0.00	\$23.67
3	65	\$18.04	\$7.02	\$1.00	\$0.00	\$26.06
4	70	\$19.43	\$7.02	\$1.00	\$0.00	\$27.45
5	75	\$20.81	\$7.02	\$4.80	\$0.00	\$32.63
6	80	\$22.20	\$7.02	\$4.80	\$0.00	\$34.02
7	85	\$23.59	\$7.02	\$4.80	\$0.00	\$35.41
8	90	\$24.98	\$7.02	\$4.80	\$0.00	\$36.80

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80  
Step 1&2 \$18.52/ 3&4 \$21.07/ 5&6 \$28.70/ 7&8 \$31.26

Apprentice to Journeyworker Ratio:1:5

CEMENT MASONRY/PLASTERING	01/01/2024	\$49.33	\$13.00	\$23.57	\$1.30	\$87.20
BRICKLAYERS LOCAL 3 (LOWELL)						

Apprentice - CEMENT MASONRY/PLASTERING - Lowell

Effective Date - 01/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.67	\$13.00	\$15.93	\$0.00	\$53.60
2	60	\$29.60	\$13.00	\$18.57	\$1.30	\$62.47
3	65	\$32.06	\$13.00	\$19.57	\$1.30	\$65.93
4	70	\$34.53	\$13.00	\$20.57	\$1.30	\$69.40
5	75	\$37.00	\$13.00	\$21.57	\$1.30	\$72.87
6	80	\$39.46	\$13.00	\$22.57	\$1.30	\$76.33
7	90	\$44.40	\$13.00	\$23.57	\$1.30	\$82.27

Notes:

Steps 3,4 are 500 hrs. All other steps are 1,000 hrs.

Apprentice to Journeyworker Ratio:1:3

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CHAIN SAW OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2024	\$38.78	\$9.65	\$18.40	\$0.00	\$66.83
	12/01/2024	\$40.11	\$9.65	\$18.40	\$0.00	\$68.16
	06/01/2025	\$41.50	\$9.65	\$18.40	\$0.00	\$69.55
	12/01/2025	\$42.88	\$9.65	\$18.40	\$0.00	\$70.93
	06/01/2026	\$44.32	\$9.65	\$18.40	\$0.00	\$72.37
	12/01/2026	\$45.76	\$9.65	\$18.40	\$0.00	\$73.81
	06/01/2027	\$47.21	\$9.65	\$18.40	\$0.00	\$75.26
	12/01/2027	\$48.66	\$9.65	\$18.40	\$0.00	\$76.71
	06/01/2028	\$50.16	\$9.65	\$18.40	\$0.00	\$78.21
	12/01/2028	\$51.66	\$9.65	\$18.40	\$0.00	\$79.71
For apprentice rates see "Apprentice- LABORER"						
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2024	\$57.15	\$15.30	\$16.40	\$0.00	\$88.85
	12/01/2024	\$58.63	\$15.30	\$16.40	\$0.00	\$90.33
	06/01/2025	\$59.96	\$15.30	\$16.40	\$0.00	\$91.66
	12/01/2025	\$61.43	\$15.30	\$16.40	\$0.00	\$93.13
	06/01/2026	\$62.76	\$15.30	\$16.40	\$0.00	\$94.46
	12/01/2026	\$64.24	\$15.30	\$16.40	\$0.00	\$95.94
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2024	\$36.17	\$15.30	\$16.40	\$0.00	\$67.87
	12/01/2024	\$37.12	\$15.30	\$16.40	\$0.00	\$68.82
	06/01/2025	\$37.97	\$15.30	\$16.40	\$0.00	\$69.67
	12/01/2025	\$38.92	\$15.30	\$16.40	\$0.00	\$70.62
	06/01/2026	\$39.78	\$15.30	\$16.40	\$0.00	\$71.48
	12/01/2026	\$40.73	\$15.30	\$16.40	\$0.00	\$72.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE) <i>PAINTERS LOCAL 35 - ZONE 2</i>	07/01/2024	\$57.26	\$9.95	\$23.95	\$0.00	\$91.16
	01/01/2025	\$58.46	\$9.95	\$23.95	\$0.00	\$92.36

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 07/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.63	\$9.95	\$0.00	\$0.00	\$38.58
2	55	\$31.49	\$9.95	\$6.66	\$0.00	\$48.10
3	60	\$34.36	\$9.95	\$7.26	\$0.00	\$51.57
4	65	\$37.22	\$9.95	\$7.87	\$0.00	\$55.04
5	70	\$40.08	\$9.95	\$20.32	\$0.00	\$70.35
6	75	\$42.95	\$9.95	\$20.93	\$0.00	\$73.83
7	80	\$45.81	\$9.95	\$21.53	\$0.00	\$77.29
8	90	\$51.53	\$9.95	\$22.74	\$0.00	\$84.22

Effective Date - 01/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.23	\$9.95	\$0.00	\$0.00	\$39.18
2	55	\$32.15	\$9.95	\$6.66	\$0.00	\$48.76
3	60	\$35.08	\$9.95	\$7.26	\$0.00	\$52.29
4	65	\$38.00	\$9.95	\$7.87	\$0.00	\$55.82
5	70	\$40.92	\$9.95	\$20.32	\$0.00	\$71.19
6	75	\$43.85	\$9.95	\$20.93	\$0.00	\$74.73
7	80	\$46.77	\$9.95	\$21.53	\$0.00	\$78.25
8	90	\$52.61	\$9.95	\$22.74	\$0.00	\$85.30

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

DEMO: ADZEMAN	06/10/2024	\$45.53	\$9.65	\$18.40	\$0.00	\$73.58
LABORERS - ZONE 2	12/02/2024	\$47.00	\$9.65	\$18.40	\$0.00	\$75.05
	06/02/2025	\$48.50	\$9.65	\$18.40	\$0.00	\$76.55
	12/01/2025	\$50.00	\$9.65	\$18.40	\$0.00	\$78.05
	06/01/2026	\$51.55	\$9.65	\$18.40	\$0.00	\$79.60
	12/07/2026	\$53.05	\$9.65	\$18.40	\$0.00	\$81.10
	06/07/2027	\$54.65	\$9.65	\$18.40	\$0.00	\$82.70
	12/06/2027	\$56.25	\$9.65	\$18.40	\$0.00	\$84.30
	06/05/2028	\$57.93	\$9.65	\$18.40	\$0.00	\$85.98
	12/04/2028	\$59.60	\$9.65	\$18.40	\$0.00	\$87.65

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: BACKHOE/LOADER/HAMMER OPERATOR <i>LABORERS - ZONE 2</i>	06/10/2024	\$46.53	\$9.65	\$18.40	\$0.00	\$74.58
	12/02/2024	\$48.00	\$9.65	\$18.40	\$0.00	\$76.05
	06/02/2025	\$49.50	\$9.65	\$18.40	\$0.00	\$77.55
	12/01/2025	\$51.00	\$9.65	\$18.40	\$0.00	\$79.05
	06/01/2026	\$52.55	\$9.65	\$18.40	\$0.00	\$80.60
	12/07/2026	\$54.05	\$9.65	\$18.40	\$0.00	\$82.10
	06/07/2027	\$55.65	\$9.65	\$18.40	\$0.00	\$83.70
	12/06/2027	\$57.25	\$9.65	\$18.40	\$0.00	\$85.30
	06/05/2028	\$58.93	\$9.65	\$18.40	\$0.00	\$86.98
	12/04/2028	\$60.60	\$9.65	\$18.40	\$0.00	\$88.65
For apprentice rates see "Apprentice- LABORER"						
DEMO: BURNERS <i>LABORERS - ZONE 2</i>	06/10/2024	\$46.28	\$9.65	\$18.40	\$0.00	\$74.33
	12/02/2024	\$47.75	\$9.65	\$18.40	\$0.00	\$75.80
	06/02/2025	\$49.25	\$9.65	\$18.40	\$0.00	\$77.30
	12/01/2025	\$50.75	\$9.65	\$18.40	\$0.00	\$78.80
	06/01/2026	\$52.30	\$9.65	\$18.40	\$0.00	\$80.35
	12/07/2026	\$53.80	\$9.65	\$18.40	\$0.00	\$81.85
	06/07/2027	\$55.40	\$9.65	\$18.40	\$0.00	\$83.45
	12/06/2027	\$57.00	\$9.65	\$18.40	\$0.00	\$85.05
	06/05/2028	\$58.68	\$9.65	\$18.40	\$0.00	\$86.73
	12/04/2028	\$60.35	\$9.65	\$18.40	\$0.00	\$88.40
For apprentice rates see "Apprentice- LABORER"						
DEMO: CONCRETE CUTTER/SAWYER <i>LABORERS - ZONE 2</i>	06/10/2024	\$46.53	\$9.65	\$18.40	\$0.00	\$74.58
	12/02/2024	\$48.00	\$9.65	\$18.40	\$0.00	\$76.05
	06/02/2025	\$49.50	\$9.65	\$18.40	\$0.00	\$77.55
	12/01/2025	\$51.00	\$9.65	\$18.40	\$0.00	\$79.05
	06/01/2026	\$52.55	\$9.65	\$18.40	\$0.00	\$80.60
	12/07/2026	\$54.05	\$9.65	\$18.40	\$0.00	\$82.10
	06/07/2027	\$55.65	\$9.65	\$18.40	\$0.00	\$83.70
	12/06/2027	\$57.25	\$9.65	\$18.40	\$0.00	\$85.30
	06/05/2028	\$58.93	\$9.65	\$18.40	\$0.00	\$86.98
	12/04/2028	\$60.60	\$9.65	\$18.40	\$0.00	\$88.65
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 2</i>	06/10/2024	\$46.28	\$9.65	\$18.40	\$0.00	\$74.33
	12/02/2024	\$47.75	\$9.65	\$18.40	\$0.00	\$75.80
	06/02/2025	\$49.25	\$9.65	\$18.40	\$0.00	\$77.30
	12/01/2025	\$50.75	\$9.65	\$18.40	\$0.00	\$78.80
	06/01/2026	\$52.30	\$9.65	\$18.40	\$0.00	\$80.35
	12/07/2026	\$53.80	\$9.65	\$18.40	\$0.00	\$81.85
	06/07/2027	\$55.40	\$9.65	\$18.40	\$0.00	\$83.45
	12/06/2027	\$57.00	\$9.65	\$18.40	\$0.00	\$85.05
	06/05/2028	\$58.68	\$9.65	\$18.40	\$0.00	\$86.73
	12/04/2028	\$60.35	\$9.65	\$18.40	\$0.00	\$88.40
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: WRECKING LABORER <i>LABORERS - ZONE 2</i>	06/10/2024	\$45.53	\$9.65	\$18.40	\$0.00	\$73.58
	12/02/2024	\$47.00	\$9.65	\$18.40	\$0.00	\$75.05
	06/02/2025	\$48.50	\$9.65	\$18.40	\$0.00	\$76.55
	12/01/2025	\$50.00	\$9.65	\$18.40	\$0.00	\$78.05
	06/01/2026	\$51.55	\$9.65	\$18.40	\$0.00	\$79.60
	12/07/2026	\$53.05	\$9.65	\$18.40	\$0.00	\$81.10
	06/07/2027	\$54.65	\$9.65	\$18.40	\$0.00	\$82.70
	12/06/2027	\$56.25	\$9.65	\$18.40	\$0.00	\$84.30
	06/05/2028	\$57.93	\$9.65	\$18.40	\$0.00	\$85.98
	12/04/2028	\$59.60	\$9.65	\$18.40	\$0.00	\$87.65
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2024	\$55.41	\$15.30	\$16.40	\$0.00	\$87.11
	12/01/2024	\$56.85	\$15.30	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.13	\$15.30	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.57	\$15.30	\$16.40	\$0.00	\$91.27
	06/01/2026	\$60.85	\$15.30	\$16.40	\$0.00	\$92.55
	12/01/2026	\$62.29	\$15.30	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$68.70	\$9.40	\$23.12	\$0.00	\$101.22
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$73.60	\$9.40	\$23.12	\$0.00	\$106.12
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction) <i>DRAWBRIDGE - SEIU LOCAL 888</i>	07/01/2020	\$26.77	\$6.67	\$3.93	\$0.16	\$37.53
ELECTRICIAN <i>ELECTRICIANS LOCAL 103</i>	09/01/2024	\$63.78	\$13.00	\$22.26	\$0.00	\$99.04
	03/01/2025	\$64.98	\$13.00	\$22.30	\$0.00	\$100.28
	09/01/2025	\$66.89	\$13.00	\$22.36	\$0.00	\$102.25
	03/01/2026	\$68.09	\$13.00	\$22.39	\$0.00	\$103.48
	09/01/2026	\$70.00	\$13.00	\$22.45	\$0.00	\$105.45
	03/01/2027	\$71.19	\$13.00	\$22.49	\$0.00	\$106.68
	09/01/2027	\$73.11	\$13.00	\$22.54	\$0.00	\$108.65
	03/01/2028	\$74.31	\$13.00	\$22.58	\$0.00	\$109.89

Apprentice - ELECTRICIAN - Local 103

Effective Date - 09/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$25.51	\$13.00	\$0.77	\$0.00	\$39.28
2	40	\$25.51	\$13.00	\$0.77	\$0.00	\$39.28
3	45	\$28.70	\$13.00	\$16.69	\$0.00	\$58.39
4	45	\$28.70	\$13.00	\$16.69	\$0.00	\$58.39
5	50	\$31.89	\$13.00	\$17.20	\$0.00	\$62.09
6	55	\$35.08	\$13.00	\$17.70	\$0.00	\$65.78
7	60	\$38.27	\$13.00	\$18.21	\$0.00	\$69.48
8	65	\$41.46	\$13.00	\$18.71	\$0.00	\$73.17
9	70	\$44.65	\$13.00	\$19.22	\$0.00	\$76.87
10	75	\$47.84	\$13.00	\$19.74	\$0.00	\$80.58

Effective Date - 03/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$25.99	\$13.00	\$0.78	\$0.00	\$39.77
2	40	\$25.99	\$13.00	\$0.78	\$0.00	\$39.77
3	45	\$29.24	\$13.00	\$16.71	\$0.00	\$58.95
4	45	\$29.24	\$13.00	\$16.71	\$0.00	\$58.95
5	50	\$32.49	\$13.00	\$17.21	\$0.00	\$62.70
6	55	\$35.74	\$13.00	\$17.72	\$0.00	\$66.46
7	60	\$38.99	\$13.00	\$18.23	\$0.00	\$70.22
8	65	\$42.24	\$13.00	\$18.74	\$0.00	\$73.98
9	70	\$45.49	\$13.00	\$19.24	\$0.00	\$77.73
10	75	\$48.74	\$13.00	\$19.76	\$0.00	\$81.50

Notes: :  
App Prior 1/1/03; 30/35/40/45/50/55/65/70/75/80

Apprentice to Journeyworker Ratio:2:3\*\*\*

ELEVATOR CONSTRUCTOR	01/01/2022	\$65.62	\$16.03	\$20.21	\$0.00	\$101.86
ELEVATOR CONSTRUCTORS LOCAL 4						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
<b>Apprentice - ELEVATOR CONSTRUCTOR - Local 4</b>						
<b>Effective Date - 01/01/2022</b>						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$32.81	\$16.03	\$0.00	\$0.00	\$48.84
2	55	\$36.09	\$16.03	\$20.21	\$0.00	\$72.33
3	65	\$42.65	\$16.03	\$20.21	\$0.00	\$78.89
4	70	\$45.93	\$16.03	\$20.21	\$0.00	\$82.17
5	80	\$52.50	\$16.03	\$20.21	\$0.00	\$88.74
<b>Notes:</b> Steps 1-2 are 6 mos.; Steps 3-5 are 1 year						
<b>Apprentice to Journeyworker Ratio:1:1</b>						
ELEVATOR CONSTRUCTOR HELPER <i>ELEVATOR CONSTRUCTORS LOCAL 4</i>	01/01/2022	\$45.93	\$16.03	\$20.21	\$0.00	\$82.17
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"						
FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY &amp; HIGHWAY)</i>	06/01/2024	\$38.78	\$9.65	\$17.80	\$0.00	\$66.23
	12/01/2024	\$40.11	\$9.65	\$17.80	\$0.00	\$67.56
	06/01/2025	\$41.50	\$9.65	\$17.80	\$0.00	\$68.95
	12/01/2025	\$42.88	\$9.65	\$17.80	\$0.00	\$70.33
	06/01/2026	\$44.32	\$9.65	\$17.80	\$0.00	\$71.77
	12/01/2026	\$45.76	\$9.65	\$17.80	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2024	\$50.79	\$15.00	\$16.40	\$0.00	\$82.19
	11/01/2024	\$52.08	\$15.00	\$16.40	\$0.00	\$83.48
	05/01/2025	\$53.52	\$15.00	\$16.40	\$0.00	\$84.92
	11/01/2025	\$54.81	\$15.00	\$16.40	\$0.00	\$86.21
	05/01/2026	\$56.25	\$15.00	\$16.40	\$0.00	\$87.65
	11/01/2026	\$57.54	\$15.00	\$16.40	\$0.00	\$88.94
	05/01/2027	\$58.97	\$15.00	\$16.40	\$0.00	\$90.37
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2024	\$52.37	\$15.00	\$16.40	\$0.00	\$83.77
	11/01/2024	\$53.67	\$15.00	\$16.40	\$0.00	\$85.07
	05/01/2025	\$55.12	\$15.00	\$16.40	\$0.00	\$86.52
	11/01/2025	\$56.42	\$15.00	\$16.40	\$0.00	\$87.82
	05/01/2026	\$57.87	\$15.00	\$16.40	\$0.00	\$89.27
	11/01/2026	\$59.17	\$15.00	\$16.40	\$0.00	\$90.57
	05/01/2027	\$60.62	\$15.00	\$16.40	\$0.00	\$92.02
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2024	\$24.91	\$15.00	\$16.40	\$0.00	\$56.31
	11/01/2024	\$25.67	\$15.00	\$16.40	\$0.00	\$57.07
	05/01/2025	\$26.52	\$15.00	\$16.40	\$0.00	\$57.92
	11/01/2025	\$27.28	\$15.00	\$16.40	\$0.00	\$58.68
	05/01/2026	\$28.13	\$15.00	\$16.40	\$0.00	\$59.53
	11/01/2026	\$28.89	\$15.00	\$16.40	\$0.00	\$60.29
	05/01/2027	\$29.74	\$15.00	\$16.40	\$0.00	\$61.14
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 103</i>	09/01/2024	\$63.78	\$13.00	\$22.26	\$0.00	\$99.04
	03/01/2025	\$64.98	\$13.00	\$22.30	\$0.00	\$100.28
	09/01/2025	\$66.89	\$13.00	\$22.36	\$0.00	\$102.25
	03/01/2026	\$68.09	\$13.00	\$22.39	\$0.00	\$103.48
	09/01/2026	\$70.00	\$13.00	\$22.45	\$0.00	\$105.45
	03/01/2027	\$71.19	\$13.00	\$22.49	\$0.00	\$106.68
	09/01/2027	\$73.11	\$13.00	\$22.54	\$0.00	\$108.65
	03/01/2028	\$74.31	\$13.00	\$22.58	\$0.00	\$109.89
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE <i>ELECTRICIANS</i> <i>LOCAL 103</i>	09/01/2024	\$51.02	\$13.00	\$20.24	\$0.00	\$84.26
	03/01/2025	\$51.98	\$13.00	\$20.27	\$0.00	\$85.25
	09/01/2025	\$53.51	\$13.00	\$20.32	\$0.00	\$86.83
	03/01/2026	\$54.47	\$13.00	\$20.34	\$0.00	\$87.81
	09/01/2026	\$56.00	\$13.00	\$20.39	\$0.00	\$89.39
	03/01/2027	\$56.95	\$13.00	\$20.42	\$0.00	\$90.37
	09/01/2027	\$58.49	\$13.00	\$20.46	\$0.00	\$91.95
	03/01/2028	\$59.45	\$13.00	\$20.49	\$0.00	\$92.94
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN (ASST. ENGINEER) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2024	\$45.23	\$15.30	\$16.40	\$0.00	\$76.93
	12/01/2024	\$46.41	\$15.30	\$16.40	\$0.00	\$78.11
	06/01/2025	\$47.47	\$15.30	\$16.40	\$0.00	\$79.17
	12/01/2025	\$48.64	\$15.30	\$16.40	\$0.00	\$80.34
	06/01/2026	\$49.70	\$15.30	\$16.40	\$0.00	\$81.40
	12/01/2026	\$50.88	\$15.30	\$16.40	\$0.00	\$82.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY &amp; HIGHWAY)</i>	06/01/2024	\$27.01	\$9.65	\$17.80	\$0.00	\$54.46
	12/01/2024	\$27.01	\$9.65	\$17.80	\$0.00	\$54.46
	06/01/2025	\$28.09	\$9.65	\$17.80	\$0.00	\$55.54
	12/01/2025	\$28.09	\$9.65	\$17.80	\$0.00	\$55.54
	06/01/2026	\$29.21	\$9.65	\$17.80	\$0.00	\$56.66
	12/01/2026	\$29.21	\$9.65	\$17.80	\$0.00	\$56.66
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
FLOORCOVERER <i>FLOORCOVERERS LOCAL 2168 ZONE I</i>	09/01/2024	\$56.23	\$8.83	\$20.27	\$0.00	\$85.33
	03/01/2025	\$57.73	\$8.83	\$20.27	\$0.00	\$86.83
	09/01/2025	\$59.23	\$8.83	\$20.27	\$0.00	\$88.33
	03/01/2026	\$60.73	\$8.83	\$20.27	\$0.00	\$89.83
	09/01/2026	\$62.23	\$8.83	\$20.27	\$0.00	\$91.33
	03/01/2027	\$63.73	\$8.83	\$20.27	\$0.00	\$92.83



Apprentice - FLOORCOVERER - Local 2168 Zone I

Effective Date - 09/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$25.30	\$8.83	\$1.76	\$0.00	\$35.89
2	45	\$25.30	\$8.83	\$1.76	\$0.00	\$35.89
3	55	\$30.93	\$8.83	\$3.52	\$0.00	\$43.28
4	55	\$30.93	\$8.83	\$3.52	\$0.00	\$43.28
5	70	\$39.36	\$8.83	\$16.75	\$0.00	\$64.94
6	70	\$39.36	\$8.83	\$16.75	\$0.00	\$64.94
7	80	\$44.98	\$8.83	\$18.51	\$0.00	\$72.32
8	80	\$44.98	\$8.83	\$18.51	\$0.00	\$72.32

Effective Date - 03/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$25.98	\$8.83	\$1.76	\$0.00	\$36.57
2	45	\$25.98	\$8.83	\$1.76	\$0.00	\$36.57
3	55	\$31.75	\$8.83	\$3.52	\$0.00	\$44.10
4	55	\$31.75	\$8.83	\$3.52	\$0.00	\$44.10
5	70	\$40.41	\$8.83	\$16.75	\$0.00	\$65.99
6	70	\$40.41	\$8.83	\$16.75	\$0.00	\$65.99
7	80	\$46.18	\$8.83	\$18.51	\$0.00	\$73.52
8	80	\$46.18	\$8.83	\$18.51	\$0.00	\$73.52

Notes: Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

FORK LIFT/CHERRY PICKER OPERATING ENGINEERS LOCAL 4	06/01/2024	\$56.03	\$15.30	\$16.40	\$0.00	\$87.73
	12/01/2024	\$57.48	\$15.30	\$16.40	\$0.00	\$89.18
	06/01/2025	\$58.78	\$15.30	\$16.40	\$0.00	\$90.48
	12/01/2025	\$60.23	\$15.30	\$16.40	\$0.00	\$91.93
	06/01/2026	\$61.53	\$15.30	\$16.40	\$0.00	\$93.23
	12/01/2026	\$62.98	\$15.30	\$16.40	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATOR/LIGHTING PLANT/HEATERS OPERATING ENGINEERS LOCAL 4	06/01/2024	\$36.17	\$15.30	\$16.40	\$0.00	\$67.87
	12/01/2024	\$37.12	\$15.30	\$16.40	\$0.00	\$68.82
	06/01/2025	\$37.97	\$15.30	\$16.40	\$0.00	\$69.67
	12/01/2025	\$38.92	\$15.30	\$16.40	\$0.00	\$70.62
	06/01/2026	\$39.78	\$15.30	\$16.40	\$0.00	\$71.48
	12/01/2026	\$40.73	\$15.30	\$16.40	\$0.00	\$72.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) GLAZIERS LOCAL 35 (ZONE 2)	07/01/2024	\$46.76	\$9.95	\$23.95	\$0.00	\$80.66
	01/01/2025	\$47.96	\$9.95	\$23.95	\$0.00	\$81.86

Apprentice - GLAZIER - Local 35 Zone 2

Effective Date - 07/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.38	\$9.95	\$0.00	\$0.00	\$33.33
2	55	\$25.72	\$9.95	\$6.66	\$0.00	\$42.33
3	60	\$28.06	\$9.95	\$7.26	\$0.00	\$45.27
4	65	\$30.39	\$9.95	\$7.87	\$0.00	\$48.21
5	70	\$32.73	\$9.95	\$20.32	\$0.00	\$63.00
6	75	\$35.07	\$9.95	\$20.93	\$0.00	\$65.95
7	80	\$37.41	\$9.95	\$21.53	\$0.00	\$68.89
8	90	\$42.08	\$9.95	\$22.74	\$0.00	\$74.77

Effective Date - 01/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.98	\$9.95	\$0.00	\$0.00	\$33.93
2	55	\$26.38	\$9.95	\$6.66	\$0.00	\$42.99
3	60	\$28.78	\$9.95	\$7.26	\$0.00	\$45.99
4	65	\$31.17	\$9.95	\$7.87	\$0.00	\$48.99
5	70	\$33.57	\$9.95	\$20.32	\$0.00	\$63.84
6	75	\$35.97	\$9.95	\$20.93	\$0.00	\$66.85
7	80	\$38.37	\$9.95	\$21.53	\$0.00	\$69.85
8	90	\$43.16	\$9.95	\$22.74	\$0.00	\$75.85

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

HOISTING ENGINEER/CRANES/GRADALLS	06/01/2024	\$56.03	\$15.30	\$16.40	\$0.00	\$87.73
OPERATING ENGINEERS LOCAL 4	12/01/2024	\$57.48	\$15.30	\$16.40	\$0.00	\$89.18
	06/01/2025	\$58.78	\$15.30	\$16.40	\$0.00	\$90.48
	12/01/2025	\$60.23	\$15.30	\$16.40	\$0.00	\$91.93
	06/01/2026	\$61.53	\$15.30	\$16.40	\$0.00	\$93.23
	12/01/2026	\$62.98	\$15.30	\$16.40	\$0.00	\$94.68

Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 06/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$30.82	\$15.30	\$0.00	\$0.00	\$46.12
2	60	\$33.62	\$15.30	\$16.40	\$0.00	\$65.32
3	65	\$36.42	\$15.30	\$16.40	\$0.00	\$68.12
4	70	\$39.22	\$15.30	\$16.40	\$0.00	\$70.92
5	75	\$42.02	\$15.30	\$16.40	\$0.00	\$73.72
6	80	\$44.82	\$15.30	\$16.40	\$0.00	\$76.52
7	85	\$47.63	\$15.30	\$16.40	\$0.00	\$79.33
8	90	\$50.43	\$15.30	\$16.40	\$0.00	\$82.13

Effective Date - 12/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$31.61	\$0.00	\$0.00	\$0.00	\$31.61
2	60	\$34.49	\$15.30	\$16.40	\$0.00	\$66.19
3	65	\$37.36	\$15.30	\$16.40	\$0.00	\$69.06
4	70	\$40.24	\$15.30	\$16.40	\$0.00	\$71.94
5	75	\$43.11	\$15.30	\$16.40	\$0.00	\$74.81
6	80	\$45.98	\$15.30	\$16.40	\$0.00	\$77.68
7	85	\$48.86	\$15.30	\$16.40	\$0.00	\$80.56
8	90	\$51.73	\$15.30	\$16.40	\$0.00	\$83.43

Notes:

Apprentice to Journeyworker Ratio:1:6

HVAC (DUCTWORK)	08/01/2024	\$57.94	\$14.75	\$28.12	\$2.98	\$103.79
SHEETMETAL WORKERS LOCAL 17 - A	02/01/2025	\$59.69	\$14.75	\$28.12	\$2.98	\$105.54
	08/01/2025	\$61.54	\$14.75	\$28.12	\$2.98	\$107.39
	02/01/2026	\$63.49	\$14.75	\$28.12	\$2.98	\$109.34

For apprentice rates see "Apprentice- SHEET METAL WORKER"

HVAC (ELECTRICAL CONTROLS)	09/01/2024	\$63.78	\$13.00	\$22.26	\$0.00	\$99.04
ELECTRICIANS LOCAL 103	03/01/2025	\$64.98	\$13.00	\$22.30	\$0.00	\$100.28
	09/01/2025	\$66.89	\$13.00	\$22.36	\$0.00	\$102.25
	03/01/2026	\$68.09	\$13.00	\$22.39	\$0.00	\$103.48
	09/01/2026	\$70.00	\$13.00	\$22.45	\$0.00	\$105.45
	03/01/2027	\$71.19	\$13.00	\$22.49	\$0.00	\$106.68
	09/01/2027	\$73.11	\$13.00	\$22.54	\$0.00	\$108.65
	03/01/2028	\$74.31	\$13.00	\$22.58	\$0.00	\$109.89

For apprentice rates see "Apprentice- ELECTRICIAN"

HVAC (TESTING AND BALANCING - AIR)	08/01/2024	\$57.94	\$14.75	\$28.12	\$2.98	\$103.79
SHEETMETAL WORKERS LOCAL 17 - A	02/01/2025	\$59.69	\$14.75	\$28.12	\$2.98	\$105.54
	08/01/2025	\$61.54	\$14.75	\$28.12	\$2.98	\$107.39
	02/01/2026	\$63.49	\$14.75	\$28.12	\$2.98	\$109.34

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING -WATER)	09/01/2024	\$67.08	\$12.70	\$21.80	\$0.00	\$101.58
PIPEFITTERS LOCAL 537	03/01/2025	\$68.88	\$12.70	\$21.80	\$0.00	\$103.38
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC	09/01/2024	\$67.08	\$12.70	\$21.80	\$0.00	\$101.58
PIPEFITTERS LOCAL 537	03/01/2025	\$68.88	\$12.70	\$21.80	\$0.00	\$103.38
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS	06/01/2024	\$39.28	\$9.65	\$18.40	\$0.00	\$67.33
LABORERS - ZONE 2	12/01/2024	\$40.61	\$9.65	\$18.40	\$0.00	\$68.66
	06/01/2025	\$42.00	\$9.65	\$18.40	\$0.00	\$70.05
	12/01/2025	\$43.38	\$9.65	\$18.40	\$0.00	\$71.43
	06/01/2026	\$44.82	\$9.65	\$18.40	\$0.00	\$72.87
	12/01/2026	\$46.26	\$9.65	\$18.40	\$0.00	\$74.31
	06/01/2027	\$47.71	\$9.65	\$18.40	\$0.00	\$75.76
	12/01/2027	\$49.16	\$9.65	\$18.40	\$0.00	\$77.21
	06/01/2028	\$50.66	\$9.65	\$18.40	\$0.00	\$78.71
	12/01/2028	\$52.16	\$9.65	\$18.40	\$0.00	\$80.21
For apprentice rates see "Apprentice- LABORER"						
HYDRAULIC DRILLS (HEAVY & HIGHWAY)	06/01/2024	\$39.28	\$9.65	\$17.80	\$0.00	\$66.73
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2024	\$40.61	\$9.65	\$17.80	\$0.00	\$68.06
	06/01/2025	\$42.00	\$9.65	\$17.80	\$0.00	\$69.45
	12/01/2025	\$43.38	\$9.65	\$17.80	\$0.00	\$70.83
	06/01/2026	\$44.82	\$9.65	\$17.80	\$0.00	\$72.27
	12/01/2026	\$46.26	\$9.65	\$17.80	\$0.00	\$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
INSULATOR (PIPES & TANKS)	09/01/2024	\$56.92	\$14.75	\$19.61	\$0.00	\$91.28
HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	09/01/2025	\$60.34	\$14.75	\$19.61	\$0.00	\$94.70
	09/01/2026	\$63.76	\$14.75	\$19.61	\$0.00	\$98.12

Apprentice - ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Boston

Effective Date - 09/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.46	\$14.75	\$14.32	\$0.00	\$57.53
2	60	\$34.15	\$14.75	\$15.37	\$0.00	\$64.27
3	70	\$39.84	\$14.75	\$16.43	\$0.00	\$71.02
4	80	\$45.54	\$14.75	\$17.49	\$0.00	\$77.78

Effective Date - 09/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$30.17	\$14.75	\$14.32	\$0.00	\$59.24
2	60	\$36.20	\$14.75	\$15.37	\$0.00	\$66.32
3	70	\$42.24	\$14.75	\$16.43	\$0.00	\$73.42
4	80	\$48.27	\$14.75	\$17.49	\$0.00	\$80.51

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER	03/16/2024	\$49.56	\$8.35	\$26.70	\$0.00	\$84.61
IRONWORKERS LOCAL 7 (LAWRENCE AREA)						

Apprentice - IRONWORKER - Local 7 Lawrence

Effective Date - 03/16/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$29.74	\$8.35	\$26.70	\$0.00	\$64.79
2	70	\$34.69	\$8.35	\$26.70	\$0.00	\$69.74
3	75	\$37.17	\$8.35	\$26.70	\$0.00	\$72.22
4	80	\$39.65	\$8.35	\$26.70	\$0.00	\$74.70
5	85	\$42.13	\$8.35	\$26.70	\$0.00	\$77.18
6	90	\$44.60	\$8.35	\$26.70	\$0.00	\$79.65

Notes:

Apprentice to Journeyworker Ratio:1:4

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
JACKHAMMER & PAVING BREAKER OPERATOR LABORERS - ZONE 2	06/01/2024	\$38.78	\$9.65	\$18.40	\$0.00	\$66.83
	12/01/2024	\$40.11	\$9.65	\$18.40	\$0.00	\$68.16
	06/01/2025	\$41.50	\$9.65	\$18.40	\$0.00	\$69.55
	12/01/2025	\$42.88	\$9.65	\$18.40	\$0.00	\$70.93
	06/01/2026	\$44.32	\$9.65	\$18.40	\$0.00	\$72.37
	12/01/2026	\$45.76	\$9.65	\$18.40	\$0.00	\$73.81
	06/01/2027	\$47.21	\$9.65	\$18.40	\$0.00	\$75.26
	12/01/2027	\$48.66	\$9.65	\$18.40	\$0.00	\$76.71
	06/01/2028	\$50.16	\$9.65	\$18.40	\$0.00	\$78.21
	12/01/2028	\$51.66	\$9.65	\$18.40	\$0.00	\$79.71

For apprentice rates see "Apprentice- LABORER"

LABORER LABORERS - ZONE 2	06/01/2024	\$38.53	\$9.65	\$18.40	\$0.00	\$66.58
	12/01/2024	\$39.86	\$9.65	\$18.40	\$0.00	\$67.91
	06/01/2025	\$41.25	\$9.65	\$18.40	\$0.00	\$69.30
	12/01/2025	\$42.63	\$9.65	\$18.40	\$0.00	\$70.68
	06/01/2026	\$44.07	\$9.65	\$18.40	\$0.00	\$72.12
	12/01/2026	\$45.51	\$9.65	\$18.40	\$0.00	\$73.56
	06/01/2027	\$46.96	\$9.65	\$18.40	\$0.00	\$75.01
	12/01/2027	\$48.41	\$9.65	\$18.40	\$0.00	\$76.46
	06/01/2028	\$49.91	\$9.65	\$18.40	\$0.00	\$77.96
	12/01/2028	\$51.41	\$9.65	\$18.40	\$0.00	\$79.46

#### Apprentice - LABORER - Zone 2

Effective Date - 06/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$23.12	\$9.65	\$18.40	\$0.00	\$51.17
2	70	\$26.97	\$9.65	\$18.40	\$0.00	\$55.02
3	80	\$30.82	\$9.65	\$18.40	\$0.00	\$58.87
4	90	\$34.68	\$9.65	\$18.40	\$0.00	\$62.73

Effective Date - 12/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$23.92	\$9.65	\$18.40	\$0.00	\$51.97
2	70	\$27.90	\$9.65	\$18.40	\$0.00	\$55.95
3	80	\$31.89	\$9.65	\$18.40	\$0.00	\$59.94
4	90	\$35.87	\$9.65	\$18.40	\$0.00	\$63.92

Notes:

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER (HEAVY & HIGHWAY)	06/01/2024	\$38.53	\$9.65	\$17.80	\$0.00	\$65.98
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2024	\$39.86	\$9.65	\$17.80	\$0.00	\$67.31
	06/01/2025	\$41.25	\$9.65	\$17.80	\$0.00	\$68.70
	12/01/2025	\$42.63	\$9.65	\$17.80	\$0.00	\$70.08
	06/01/2026	\$44.07	\$9.65	\$17.80	\$0.00	\$71.52
	12/01/2026	\$45.51	\$9.65	\$17.80	\$0.00	\$72.96

**Apprentice - LABORER (Heavy & Highway) - Zone 2**

**Effective Date -** 06/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$23.12	\$9.65	\$17.80	\$0.00	\$50.57
2	70	\$26.97	\$9.65	\$17.80	\$0.00	\$54.42
3	80	\$30.82	\$9.65	\$17.80	\$0.00	\$58.27
4	90	\$34.68	\$9.65	\$17.80	\$0.00	\$62.13

**Effective Date -** 12/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$23.92	\$9.65	\$17.80	\$0.00	\$51.37
2	70	\$27.90	\$9.65	\$17.80	\$0.00	\$55.35
3	80	\$31.89	\$9.65	\$17.80	\$0.00	\$59.34
4	90	\$35.87	\$9.65	\$17.80	\$0.00	\$63.32

**Notes:**

**Apprentice to Journeyworker Ratio:1:5**

LABORER: CARPENTER TENDER	06/01/2024	\$38.53	\$9.65	\$18.40	\$0.00	\$66.58
LABORERS - ZONE 2	12/01/2024	\$39.86	\$9.65	\$18.40	\$0.00	\$67.91
	06/01/2025	\$41.25	\$9.65	\$18.40	\$0.00	\$69.30
	12/01/2025	\$42.63	\$9.65	\$18.40	\$0.00	\$70.68
	06/01/2026	\$44.07	\$9.65	\$18.40	\$0.00	\$72.12
	12/01/2026	\$45.51	\$9.65	\$18.40	\$0.00	\$73.56
	06/01/2027	\$46.96	\$9.65	\$18.40	\$0.00	\$75.01
	12/01/2027	\$48.41	\$9.65	\$18.40	\$0.00	\$76.46
	06/01/2028	\$49.91	\$9.65	\$18.40	\$0.00	\$77.96
	12/01/2028	\$51.41	\$9.65	\$18.40	\$0.00	\$79.46

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: CEMENT FINISHER TENDER <i>LABORERS - ZONE 2</i>	06/01/2024	\$38.53	\$9.65	\$18.40	\$0.00	\$66.58
	12/01/2024	\$39.86	\$9.65	\$18.40	\$0.00	\$67.91
	06/01/2025	\$41.25	\$9.65	\$18.40	\$0.00	\$69.30
	12/01/2025	\$42.63	\$9.65	\$18.40	\$0.00	\$70.68
	06/01/2026	\$44.07	\$9.65	\$18.40	\$0.00	\$72.12
	12/01/2026	\$45.51	\$9.65	\$18.40	\$0.00	\$73.56
	06/01/2027	\$46.96	\$9.65	\$18.40	\$0.00	\$75.01
	12/01/2027	\$48.41	\$9.65	\$18.40	\$0.00	\$76.46
	06/01/2028	\$49.91	\$9.65	\$18.40	\$0.00	\$77.96
	12/01/2028	\$51.41	\$9.65	\$18.40	\$0.00	\$79.46
For apprentice rates see "Apprentice- LABORER"						
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE 2</i>	06/03/2024	\$38.62	\$9.65	\$17.76	\$0.00	\$66.03
	12/02/2024	\$39.95	\$9.65	\$17.76	\$0.00	\$67.36
	06/02/2025	\$41.34	\$9.65	\$17.76	\$0.00	\$68.75
	12/01/2025	\$42.72	\$9.65	\$17.76	\$0.00	\$70.13
	06/01/2026	\$44.16	\$9.65	\$17.76	\$0.00	\$71.57
	12/07/2026	\$45.60	\$9.65	\$17.76	\$0.00	\$73.01
	06/07/2027	\$47.05	\$9.65	\$17.76	\$0.00	\$74.46
	12/06/2027	\$48.50	\$9.65	\$17.76	\$0.00	\$75.91
	06/05/2028	\$50.00	\$9.65	\$17.76	\$0.00	\$77.41
	12/04/2028	\$51.50	\$9.65	\$17.76	\$0.00	\$78.91
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER <i>LABORERS - ZONE 2</i>	06/01/2024	\$38.78	\$9.65	\$18.40	\$0.00	\$66.83
	12/01/2024	\$40.11	\$9.65	\$18.40	\$0.00	\$68.16
	06/01/2025	\$41.50	\$9.65	\$18.40	\$0.00	\$69.55
	12/01/2025	\$42.88	\$9.65	\$18.40	\$0.00	\$70.93
	06/01/2026	\$44.32	\$9.65	\$18.40	\$0.00	\$72.37
	12/01/2026	\$45.76	\$9.65	\$18.40	\$0.00	\$73.81
	06/01/2027	\$47.21	\$9.65	\$18.40	\$0.00	\$75.26
	12/01/2027	\$48.66	\$9.65	\$18.40	\$0.00	\$76.71
	06/01/2028	\$50.16	\$9.65	\$18.40	\$0.00	\$78.21
	12/01/2028	\$51.66	\$9.65	\$18.40	\$0.00	\$79.71
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY &amp; HIGHWAY)</i>	06/01/2024	\$38.78	\$9.65	\$17.80	\$0.00	\$66.23
	12/01/2024	\$40.11	\$9.65	\$17.80	\$0.00	\$67.56
	06/01/2025	\$41.50	\$9.65	\$17.80	\$0.00	\$68.95
	12/01/2025	\$42.88	\$9.65	\$17.80	\$0.00	\$70.33
	06/01/2026	\$44.32	\$9.65	\$17.80	\$0.00	\$71.77
	12/01/2026	\$45.76	\$9.65	\$17.80	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						



Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 2</i>	06/01/2024	\$38.53	\$9.65	\$18.40	\$0.00	\$66.58
	12/01/2024	\$39.86	\$9.65	\$18.40	\$0.00	\$67.91
	06/01/2025	\$41.25	\$9.65	\$18.40	\$0.00	\$69.30
	12/01/2025	\$42.63	\$9.65	\$18.40	\$0.00	\$70.68
	06/01/2026	\$44.07	\$9.65	\$18.40	\$0.00	\$72.12
	12/01/2026	\$45.51	\$9.65	\$18.40	\$0.00	\$73.56
	06/01/2027	\$46.96	\$9.65	\$18.40	\$0.00	\$75.01
	12/01/2027	\$48.41	\$9.65	\$18.40	\$0.00	\$76.46
	06/01/2028	\$49.91	\$9.65	\$18.40	\$0.00	\$77.96
	12/01/2028	\$51.41	\$9.65	\$18.40	\$0.00	\$79.46
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER <i>LABORERS - ZONE 2</i>	06/01/2024	\$38.53	\$9.65	\$18.40	\$0.00	\$66.58
	12/01/2024	\$39.86	\$9.65	\$18.40	\$0.00	\$67.91
	06/01/2025	\$41.25	\$9.65	\$18.40	\$0.00	\$69.30
	12/01/2025	\$42.63	\$9.65	\$18.40	\$0.00	\$70.68
	06/01/2026	\$44.07	\$9.65	\$18.40	\$0.00	\$72.12
	12/01/2026	\$45.51	\$9.65	\$18.40	\$0.00	\$73.56
	06/01/2027	\$46.96	\$9.65	\$18.40	\$0.00	\$75.01
	12/01/2027	\$48.41	\$9.65	\$18.40	\$0.00	\$76.46
	06/01/2028	\$49.91	\$9.65	\$18.40	\$0.00	\$77.96
	12/01/2028	\$51.41	\$9.65	\$18.40	\$0.00	\$79.46
This classification applies to the removal of standing trees, and the trimming and removal of branches and limbs when related to public works construction or site clearance incidental to construction . For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2024	\$38.78	\$9.65	\$18.40	\$0.00	\$66.83
	12/01/2024	\$40.11	\$9.65	\$18.40	\$0.00	\$68.16
	06/01/2025	\$41.50	\$9.65	\$18.40	\$0.00	\$69.55
	12/01/2025	\$42.88	\$9.65	\$18.40	\$0.00	\$70.93
	06/01/2026	\$44.32	\$9.65	\$18.40	\$0.00	\$72.37
	12/01/2026	\$45.76	\$9.65	\$18.40	\$0.00	\$73.81
	06/01/2027	\$47.21	\$9.65	\$18.40	\$0.00	\$75.26
	12/01/2027	\$48.66	\$9.65	\$18.40	\$0.00	\$76.71
	06/01/2028	\$50.16	\$9.65	\$18.40	\$0.00	\$78.21
	12/01/2028	\$51.66	\$9.65	\$18.40	\$0.00	\$79.71
For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY &amp; HIGHWAY)</i>	06/01/2024	\$38.78	\$9.65	\$17.80	\$0.00	\$66.23
	12/01/2024	\$40.11	\$9.65	\$17.80	\$0.00	\$67.56
	06/01/2025	\$41.50	\$9.65	\$17.80	\$0.00	\$68.95
	12/01/2025	\$42.88	\$9.65	\$17.80	\$0.00	\$70.33
	06/01/2026	\$44.32	\$9.65	\$17.80	\$0.00	\$71.77
	12/01/2026	\$45.76	\$9.65	\$17.80	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE &amp; TILE</i>	08/01/2024	\$49.32	\$11.49	\$21.62	\$0.00	\$82.43
	02/01/2025	\$50.36	\$11.49	\$21.62	\$0.00	\$83.47
	08/01/2025	\$52.08	\$11.49	\$21.62	\$0.00	\$85.19
	02/01/2026	\$53.16	\$11.49	\$21.62	\$0.00	\$86.27
	08/01/2026	\$54.92	\$11.49	\$21.62	\$0.00	\$88.03
	02/01/2027	\$56.04	\$11.49	\$21.62	\$0.00	\$89.15

Apprentice - MARBLE & TILE FINISHER - Local 3 Marble & Tile

Effective Date - 08/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.66	\$11.49	\$21.62	\$0.00	\$57.77
2	60	\$29.59	\$11.49	\$21.62	\$0.00	\$62.70
3	70	\$34.52	\$11.49	\$21.62	\$0.00	\$67.63
4	80	\$39.46	\$11.49	\$21.62	\$0.00	\$72.57
5	90	\$44.39	\$11.49	\$21.62	\$0.00	\$77.50

Effective Date - 02/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.18	\$11.49	\$21.62	\$0.00	\$58.29
2	60	\$30.22	\$11.49	\$21.62	\$0.00	\$63.33
3	70	\$35.25	\$11.49	\$21.62	\$0.00	\$68.36
4	80	\$40.29	\$11.49	\$21.62	\$0.00	\$73.40
5	90	\$45.32	\$11.49	\$21.62	\$0.00	\$78.43

Notes:

Apprentice to Journeyworker Ratio:1:3

MARBLE MASONS,TILELAYERS & TERRAZZO MECH	08/01/2024	\$64.52	\$11.49	\$23.56	\$0.00	\$99.57
BRICKLAYERS LOCAL 3 - MARBLE & TILE	02/01/2025	\$65.82	\$11.49	\$23.56	\$0.00	\$100.87
	08/01/2025	\$67.97	\$11.49	\$23.56	\$0.00	\$103.02
	02/01/2026	\$69.32	\$11.49	\$23.56	\$0.00	\$104.37
	08/01/2026	\$71.52	\$11.49	\$23.56	\$0.00	\$106.57
	02/01/2027	\$72.92	\$11.49	\$23.56	\$0.00	\$107.97

Apprentice - MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile

Effective Date - 08/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$32.26	\$11.49	\$23.56	\$0.00	\$67.31
2	60	\$38.71	\$11.49	\$23.56	\$0.00	\$73.76
3	70	\$45.16	\$11.49	\$23.56	\$0.00	\$80.21
4	80	\$51.62	\$11.49	\$23.56	\$0.00	\$86.67
5	90	\$58.07	\$11.49	\$23.56	\$0.00	\$93.12

Effective Date - 02/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$32.91	\$11.49	\$23.56	\$0.00	\$67.96
2	60	\$39.49	\$11.49	\$23.56	\$0.00	\$74.54
3	70	\$46.07	\$11.49	\$23.56	\$0.00	\$81.12
4	80	\$52.66	\$11.49	\$23.56	\$0.00	\$87.71
5	90	\$59.24	\$11.49	\$23.56	\$0.00	\$94.29

Notes:

Apprentice to Journeyworker Ratio:1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES)	06/01/2024	\$55.41	\$15.30	\$16.40	\$0.00	\$87.11
OPERATING ENGINEERS LOCAL 4	12/01/2024	\$56.85	\$15.30	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.13	\$15.30	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.57	\$15.30	\$16.40	\$0.00	\$91.27
	06/01/2026	\$60.85	\$15.30	\$16.40	\$0.00	\$92.55
	12/01/2026	\$62.29	\$15.30	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MECHANICS MAINTENANCE	06/01/2024	\$55.41	\$15.30	\$16.40	\$0.00	\$87.11
OPERATING ENGINEERS LOCAL 4	12/01/2024	\$56.85	\$15.30	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.13	\$15.30	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.57	\$15.30	\$16.40	\$0.00	\$91.27
	06/01/2026	\$60.85	\$15.30	\$16.40	\$0.00	\$92.55
	12/01/2026	\$62.29	\$15.30	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MILLWRIGHT (Zone 2)	01/01/2024	\$42.76	\$10.08	\$21.47	\$0.00	\$74.31
MILLWRIGHTS LOCAL 1121 - Zone 2	01/06/2025	\$45.09	\$10.08	\$21.47	\$0.00	\$76.64
	01/05/2026	\$47.42	\$10.08	\$21.47	\$0.00	\$78.97

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
<b>Apprentice - MILLWRIGHT - Local 1121 Zone 2</b>						
<b>Effective Date - 01/01/2024</b>						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$23.52	\$10.08	\$5.50	\$0.00	\$39.10
2	65	\$27.79	\$10.08	\$6.50	\$0.00	\$44.37
3	75	\$32.07	\$10.08	\$18.97	\$0.00	\$61.12
4	85	\$36.35	\$10.08	\$19.97	\$0.00	\$66.40
<b>Effective Date - 01/06/2025</b>						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$24.80	\$10.08	\$5.50	\$0.00	\$40.38
2	65	\$29.31	\$10.08	\$6.50	\$0.00	\$45.89
3	75	\$33.82	\$10.08	\$18.97	\$0.00	\$62.87
4	85	\$38.33	\$10.08	\$19.97	\$0.00	\$68.38
<div>Notes: Step 1&amp;2 Appr. indentured after 1/6/2020 receive no pension, but do receive annuity. (Step 1 \$5.72, Step 2 \$6.66) Steps are 2,000 hours</div>						
<b>Apprentice to Journeyworker Ratio:1:4</b>						
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MORTAR MIXER	06/01/2024	\$38.78	\$9.65	\$18.40	\$0.00	\$66.83
LABORERS - ZONE 2	12/01/2024	\$40.11	\$9.65	\$18.40	\$0.00	\$68.16
	06/01/2025	\$41.50	\$9.65	\$18.40	\$0.00	\$69.55
	12/01/2025	\$42.88	\$9.65	\$18.40	\$0.00	\$70.93
	06/01/2026	\$44.32	\$9.65	\$18.40	\$0.00	\$72.37
	12/01/2026	\$45.76	\$9.65	\$18.40	\$0.00	\$73.81
	06/01/2027	\$47.21	\$9.65	\$18.40	\$0.00	\$75.26
	12/01/2027	\$48.66	\$9.65	\$18.40	\$0.00	\$76.71
	06/01/2028	\$50.16	\$9.65	\$18.40	\$0.00	\$78.21
	12/01/2028	\$51.66	\$9.65	\$18.40	\$0.00	\$79.71
For apprentice rates see "Apprentice- LABORER"						
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OILER (OTHER THAN TRUCK CRANES,GRADALLS)	06/01/2024	\$24.71	\$15.30	\$16.40	\$0.00	\$56.41
OPERATING ENGINEERS LOCAL 4	12/01/2024	\$25.37	\$15.30	\$16.40	\$0.00	\$57.07
	06/01/2025	\$25.97	\$15.30	\$16.40	\$0.00	\$57.67
	12/01/2025	\$26.63	\$15.30	\$16.40	\$0.00	\$58.33
	06/01/2026	\$27.22	\$15.30	\$16.40	\$0.00	\$58.92
	12/01/2026	\$27.89	\$15.30	\$16.40	\$0.00	\$59.59
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
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OILER (TRUCK CRANES, GRADALLS)	06/01/2024	\$30.28	\$15.30	\$16.40	\$0.00	\$61.98
OPERATING ENGINEERS LOCAL 4	12/01/2024	\$31.08	\$15.30	\$16.40	\$0.00	\$62.78
	06/01/2025	\$31.80	\$15.30	\$16.40	\$0.00	\$63.50
	12/01/2025	\$32.60	\$15.30	\$16.40	\$0.00	\$64.30
	06/01/2026	\$33.32	\$15.30	\$16.40	\$0.00	\$65.02
	12/01/2026	\$34.12	\$15.30	\$16.40	\$0.00	\$65.82
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
OTHER POWER DRIVEN EQUIPMENT - CLASS II <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2024	\$55.41	\$15.30	\$16.40	\$0.00	\$87.11
	12/01/2024	\$56.85	\$15.30	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.13	\$15.30	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.57	\$15.30	\$16.40	\$0.00	\$91.27
	06/01/2026	\$60.85	\$15.30	\$16.40	\$0.00	\$92.55
	12/01/2026	\$62.29	\$15.30	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS) <i>PAINTERS LOCAL 35 - ZONE 2</i>	07/01/2024	\$57.26	\$9.95	\$23.95	\$0.00	\$91.16
	01/01/2025	\$58.46	\$9.95	\$23.95	\$0.00	\$92.36

**Apprentice - PAINTER Local 35 - BRIDGES/TANKS**

**Effective Date - 07/01/2024**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.63	\$9.95	\$0.00	\$0.00	\$38.58
2	55	\$31.49	\$9.95	\$6.66	\$0.00	\$48.10
3	60	\$34.36	\$9.95	\$7.26	\$0.00	\$51.57
4	65	\$37.22	\$9.95	\$7.87	\$0.00	\$55.04
5	70	\$40.08	\$9.95	\$20.32	\$0.00	\$70.35
6	75	\$42.95	\$9.95	\$20.93	\$0.00	\$73.83
7	80	\$45.81	\$9.95	\$21.53	\$0.00	\$77.29
8	90	\$51.53	\$9.95	\$22.74	\$0.00	\$84.22

**Effective Date - 01/01/2025**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.23	\$9.95	\$0.00	\$0.00	\$39.18
2	55	\$32.15	\$9.95	\$6.66	\$0.00	\$48.76
3	60	\$35.08	\$9.95	\$7.26	\$0.00	\$52.29
4	65	\$38.00	\$9.95	\$7.87	\$0.00	\$55.82
5	70	\$40.92	\$9.95	\$20.32	\$0.00	\$71.19
6	75	\$43.85	\$9.95	\$20.93	\$0.00	\$74.73
7	80	\$46.77	\$9.95	\$21.53	\$0.00	\$78.25
8	90	\$52.61	\$9.95	\$22.74	\$0.00	\$85.30

**Notes:**

Steps are 750 hrs.

**Apprentice to Journeyworker Ratio:1:1**

PAINTER (SPRAY OR SANDBLAST, NEW) *	07/01/2024	\$48.16	\$9.95	\$23.95	\$0.00	\$82.06
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. <i>PAINTERS LOCAL 35 - ZONE 2</i>	01/01/2025	\$49.36	\$9.95	\$23.95	\$0.00	\$83.26

Classification			Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - New								
Effective Date - 07/01/2024								
Step	percent		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50		\$24.08	\$9.95	\$0.00	\$0.00	\$34.03	
2	55		\$26.49	\$9.95	\$6.66	\$0.00	\$43.10	
3	60		\$28.90	\$9.95	\$7.26	\$0.00	\$46.11	
4	65		\$31.30	\$9.95	\$7.87	\$0.00	\$49.12	
5	70		\$33.71	\$9.95	\$20.32	\$0.00	\$63.98	
6	75		\$36.12	\$9.95	\$20.93	\$0.00	\$67.00	
7	80		\$38.53	\$9.95	\$21.53	\$0.00	\$70.01	
8	90		\$43.34	\$9.95	\$22.74	\$0.00	\$76.03	
Effective Date - 01/01/2025								
Step	percent		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50		\$24.68	\$9.95	\$0.00	\$0.00	\$34.63	
2	55		\$27.15	\$9.95	\$6.66	\$0.00	\$43.76	
3	60		\$29.62	\$9.95	\$7.26	\$0.00	\$46.83	
4	65		\$32.08	\$9.95	\$7.87	\$0.00	\$49.90	
5	70		\$34.55	\$9.95	\$20.32	\$0.00	\$64.82	
6	75		\$37.02	\$9.95	\$20.93	\$0.00	\$67.90	
7	80		\$39.49	\$9.95	\$21.53	\$0.00	\$70.97	
8	90		\$44.42	\$9.95	\$22.74	\$0.00	\$77.11	
Notes:								
Steps are 750 hrs.								
Apprentice to Journeyworker Ratio:1:1								
PAINTER (SPRAY OR SANDBLAST, REPAINT)			07/01/2024	\$46.22	\$9.95	\$23.95	\$0.00	\$80.12
PAINTERS LOCAL 35 - ZONE 2			01/01/2025	\$47.42	\$9.95	\$23.95	\$0.00	\$81.32

Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - Repaint

Effective Date - 07/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.11	\$9.95	\$0.00	\$0.00	\$33.06
2	55	\$25.42	\$9.95	\$6.66	\$0.00	\$42.03
3	60	\$27.73	\$9.95	\$7.26	\$0.00	\$44.94
4	65	\$30.04	\$9.95	\$7.87	\$0.00	\$47.86
5	70	\$32.35	\$9.95	\$20.32	\$0.00	\$62.62
6	75	\$34.67	\$9.95	\$20.93	\$0.00	\$65.55
7	80	\$36.98	\$9.95	\$21.53	\$0.00	\$68.46
8	90	\$41.60	\$9.95	\$22.74	\$0.00	\$74.29

Effective Date - 01/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.71	\$9.95	\$0.00	\$0.00	\$33.66
2	55	\$26.08	\$9.95	\$6.66	\$0.00	\$42.69
3	60	\$28.45	\$9.95	\$7.26	\$0.00	\$45.66
4	65	\$30.82	\$9.95	\$7.87	\$0.00	\$48.64
5	70	\$33.19	\$9.95	\$20.32	\$0.00	\$63.46
6	75	\$35.57	\$9.95	\$20.93	\$0.00	\$66.45
7	80	\$37.94	\$9.95	\$21.53	\$0.00	\$69.42
8	90	\$42.68	\$9.95	\$22.74	\$0.00	\$75.37

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, NEW) *	07/01/2024	\$46.76	\$9.95	\$23.95	\$0.00	\$80.66
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used.PAINTERS LOCAL 35 - ZONE 2	01/01/2025	\$47.96	\$9.95	\$23.95	\$0.00	\$81.86

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW

Effective Date - 07/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.38	\$9.95	\$0.00	\$0.00	\$33.33
2	55	\$25.72	\$9.95	\$6.66	\$0.00	\$42.33
3	60	\$28.06	\$9.95	\$7.26	\$0.00	\$45.27
4	65	\$30.39	\$9.95	\$7.87	\$0.00	\$48.21
5	70	\$32.73	\$9.95	\$20.32	\$0.00	\$63.00
6	75	\$35.07	\$9.95	\$20.93	\$0.00	\$65.95
7	80	\$37.41	\$9.95	\$21.53	\$0.00	\$68.89
8	90	\$42.08	\$9.95	\$22.74	\$0.00	\$74.77

Effective Date - 01/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.98	\$9.95	\$0.00	\$0.00	\$33.93
2	55	\$26.38	\$9.95	\$6.66	\$0.00	\$42.99
3	60	\$28.78	\$9.95	\$7.26	\$0.00	\$45.99
4	65	\$31.17	\$9.95	\$7.87	\$0.00	\$48.99
5	70	\$33.57	\$9.95	\$20.32	\$0.00	\$63.84
6	75	\$35.97	\$9.95	\$20.93	\$0.00	\$66.85
7	80	\$38.37	\$9.95	\$21.53	\$0.00	\$69.85
8	90	\$43.16	\$9.95	\$22.74	\$0.00	\$75.85

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT)	07/01/2024	\$44.82	\$9.95	\$23.95	\$0.00	\$78.72
PAINTERS LOCAL 35 - ZONE 2	01/01/2025	\$46.02	\$9.95	\$23.95	\$0.00	\$79.92



Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT

Effective Date - 07/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.41	\$9.95	\$0.00	\$0.00	\$32.36
2	55	\$24.65	\$9.95	\$6.66	\$0.00	\$41.26
3	60	\$26.89	\$9.95	\$7.26	\$0.00	\$44.10
4	65	\$29.13	\$9.95	\$7.87	\$0.00	\$46.95
5	70	\$31.37	\$9.95	\$20.32	\$0.00	\$61.64
6	75	\$33.62	\$9.95	\$20.93	\$0.00	\$64.50
7	80	\$35.86	\$9.95	\$21.53	\$0.00	\$67.34
8	90	\$40.34	\$9.95	\$22.74	\$0.00	\$73.03

Effective Date - 01/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.01	\$9.95	\$0.00	\$0.00	\$32.96
2	55	\$25.31	\$9.95	\$6.66	\$0.00	\$41.92
3	60	\$27.61	\$9.95	\$7.26	\$0.00	\$44.82
4	65	\$29.91	\$9.95	\$7.87	\$0.00	\$47.73
5	70	\$32.21	\$9.95	\$20.32	\$0.00	\$62.48
6	75	\$34.52	\$9.95	\$20.93	\$0.00	\$65.40
7	80	\$36.82	\$9.95	\$21.53	\$0.00	\$68.30
8	90	\$41.42	\$9.95	\$22.74	\$0.00	\$74.11

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2024	\$38.53	\$9.65	\$17.80	\$0.00	\$65.98
	12/01/2024	\$39.86	\$9.65	\$17.80	\$0.00	\$67.31
	06/01/2025	\$41.25	\$9.65	\$17.80	\$0.00	\$68.70
	12/01/2025	\$42.63	\$9.65	\$17.80	\$0.00	\$70.08
	06/01/2026	\$44.07	\$9.65	\$17.80	\$0.00	\$71.52
	12/01/2026	\$45.51	\$9.65	\$17.80	\$0.00	\$72.96
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
PANEL & PICKUP TRUCKS DRIVER TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2024	\$39.78	\$15.07	\$18.67	\$0.00	\$73.52
	12/01/2024	\$39.78	\$15.07	\$20.17	\$0.00	\$75.02
	01/01/2025	\$39.78	\$15.57	\$20.17	\$0.00	\$75.52
	06/01/2025	\$40.78	\$15.57	\$20.17	\$0.00	\$76.52
	12/01/2025	\$40.78	\$15.57	\$21.78	\$0.00	\$78.13
	01/01/2026	\$40.78	\$16.17	\$21.78	\$0.00	\$78.73
	06/01/2026	\$41.78	\$16.17	\$21.78	\$0.00	\$79.73
	12/01/2026	\$41.78	\$16.17	\$23.52	\$0.00	\$81.47
	01/01/2027	\$41.78	\$16.77	\$23.52	\$0.00	\$82.07

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> For apprentice rates see "Apprentice- PILE DRIVER"	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
PILE DRIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59

**Apprentice - PILE DRIVER - Local 56 Zone 1**

**Effective Date -** 08/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.54	\$9.40	\$23.12	\$0.00	\$57.06
2	60	\$29.44	\$9.40	\$23.12	\$0.00	\$61.96
3	70	\$34.35	\$9.40	\$23.12	\$0.00	\$66.87
4	75	\$36.80	\$9.40	\$23.12	\$0.00	\$69.32
5	80	\$39.26	\$9.40	\$23.12	\$0.00	\$71.78
6	80	\$39.26	\$9.40	\$23.12	\$0.00	\$71.78
7	90	\$44.16	\$9.40	\$23.12	\$0.00	\$76.68
8	90	\$44.16	\$9.40	\$23.12	\$0.00	\$76.68

**Notes:**

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80  
Step 1&2 \$34.01/ 3&4 \$41.46/ 5&6 \$62.80/ 7&8 \$69.25

**Apprentice to Journeyworker Ratio:1:5**

PIPEFITTER & STEAMFITTER <i>PIPEFITTERS LOCAL 537</i>	09/01/2024	\$67.08	\$12.70	\$21.80	\$0.00	\$101.58
	03/01/2025	\$68.88	\$12.70	\$21.80	\$0.00	\$103.38

**Apprentice - PIPEFITTER - Local 537**

**Effective Date -** 09/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$26.83	\$12.70	\$9.05	\$0.00	\$48.58
2	45	\$30.19	\$12.70	\$21.80	\$0.00	\$64.69
3	60	\$40.25	\$12.70	\$21.80	\$0.00	\$74.75
4	70	\$46.96	\$12.70	\$21.80	\$0.00	\$81.46
5	80	\$53.66	\$12.70	\$21.80	\$0.00	\$88.16

**Effective Date -** 03/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$27.55	\$12.70	\$9.05	\$0.00	\$49.30
2	45	\$31.00	\$12.70	\$21.80	\$0.00	\$65.50
3	60	\$41.33	\$12.70	\$21.80	\$0.00	\$75.83
4	70	\$48.22	\$12.70	\$21.80	\$0.00	\$82.72
5	80	\$55.10	\$12.70	\$21.80	\$0.00	\$89.60

**Notes:**

\*\* 1:3; 3:15; 1:10 thereafter / Steps are 1 yr.  
Refrig/AC Mechanic \*\*1:1;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:17;9:20;10:23(Max)

**Apprentice to Journeyworker Ratio:\*\***

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PIPELAYER LABORERS - ZONE 2	06/01/2024	\$38.78	\$9.65	\$18.40	\$0.00	\$66.83
	12/01/2024	\$40.11	\$9.65	\$18.40	\$0.00	\$68.16
	06/01/2025	\$41.50	\$9.65	\$18.40	\$0.00	\$69.55
	12/01/2025	\$42.88	\$9.65	\$18.40	\$0.00	\$70.93
	06/01/2026	\$44.32	\$9.65	\$18.40	\$0.00	\$72.37
	12/01/2026	\$45.76	\$9.65	\$18.40	\$0.00	\$73.81
	06/01/2027	\$47.21	\$9.65	\$18.40	\$0.00	\$75.26
	12/01/2027	\$48.66	\$9.65	\$18.40	\$0.00	\$76.71
	06/01/2028	\$50.16	\$9.65	\$18.40	\$0.00	\$78.21
	12/01/2028	\$51.66	\$9.65	\$18.40	\$0.00	\$79.71
For apprentice rates see "Apprentice- LABORER"						
PIPELAYER (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2024	\$38.78	\$9.65	\$17.80	\$0.00	\$66.23
	12/01/2024	\$40.11	\$9.65	\$17.80	\$0.00	\$67.56
	06/01/2025	\$41.50	\$9.65	\$17.80	\$0.00	\$68.95
	12/01/2025	\$42.88	\$9.65	\$17.80	\$0.00	\$70.33
	06/01/2026	\$44.32	\$9.65	\$17.80	\$0.00	\$71.77
	12/01/2026	\$45.76	\$9.65	\$17.80	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
PLUMBERS & GASFITTERS PLUMBERS & GASFITTERS LOCAL 12	09/01/2024	\$69.04	\$14.32	\$19.61	\$0.00	\$102.97
	03/02/2025	\$70.84	\$14.32	\$19.61	\$0.00	\$104.77

**Apprentice - PLUMBER/GASFITTER - Local 12**

**Effective Date - 09/01/2024**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$24.16	\$14.32	\$7.06	\$0.00	\$45.54
2	40	\$27.62	\$14.32	\$8.02	\$0.00	\$49.96
3	55	\$37.97	\$14.32	\$10.93	\$0.00	\$63.22
4	65	\$44.88	\$14.32	\$12.86	\$0.00	\$72.06
5	75	\$51.78	\$14.32	\$14.79	\$0.00	\$80.89

**Effective Date - 03/02/2025**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$24.79	\$14.32	\$7.06	\$0.00	\$46.17
2	40	\$28.34	\$14.32	\$8.02	\$0.00	\$50.68
3	55	\$38.96	\$14.32	\$10.93	\$0.00	\$64.21
4	65	\$46.05	\$14.32	\$12.86	\$0.00	\$73.23
5	75	\$53.13	\$14.32	\$14.79	\$0.00	\$82.24

**Notes:**

\*\* 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr  
Step4 with lic\$69.00, Step5 with lic\$76.87

**Apprentice to Journeyworker Ratio:\*\***

PNEUMATIC CONTROLS (TEMP.) PIPEFITTERS LOCAL 537	09/01/2024	\$67.08	\$12.70	\$21.80	\$0.00	\$101.58
	03/01/2025	\$68.88	\$12.70	\$21.80	\$0.00	\$103.38

For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PNEUMATIC DRILL/TOOL OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2024	\$39.28	\$9.65	\$18.40	\$0.00	\$67.33
	12/01/2024	\$40.61	\$9.65	\$18.40	\$0.00	\$68.66
	06/01/2025	\$42.00	\$9.65	\$18.40	\$0.00	\$70.05
	12/01/2025	\$43.38	\$9.65	\$18.40	\$0.00	\$71.43
	06/01/2026	\$44.82	\$9.65	\$18.40	\$0.00	\$72.87
	12/01/2026	\$46.26	\$9.65	\$18.40	\$0.00	\$74.31
	06/01/2027	\$47.71	\$9.65	\$18.40	\$0.00	\$75.76
	12/01/2027	\$49.16	\$9.65	\$18.40	\$0.00	\$77.21
	06/01/2028	\$50.66	\$9.65	\$18.40	\$0.00	\$78.71
	12/01/2028	\$52.16	\$9.65	\$18.40	\$0.00	\$80.21
For apprentice rates see "Apprentice- LABORER"						
PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY &amp; HIGHWAY)</i>	06/01/2024	\$38.78	\$9.65	\$17.80	\$0.00	\$66.23
	12/01/2024	\$40.11	\$9.65	\$17.80	\$0.00	\$67.56
	06/01/2025	\$41.50	\$9.65	\$17.80	\$0.00	\$68.95
	12/01/2025	\$42.88	\$9.65	\$17.80	\$0.00	\$70.33
	06/01/2026	\$44.32	\$9.65	\$17.80	\$0.00	\$71.77
	12/01/2026	\$45.76	\$9.65	\$17.80	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
POWDERMAN & BLASTER <i>LABORERS - ZONE 2</i>	06/01/2024	\$39.53	\$9.65	\$18.40	\$0.00	\$67.58
	12/01/2024	\$40.86	\$9.65	\$18.40	\$0.00	\$68.91
	06/01/2025	\$42.25	\$9.65	\$18.40	\$0.00	\$70.30
	12/01/2025	\$43.63	\$9.65	\$18.40	\$0.00	\$71.68
	06/01/2026	\$45.07	\$9.65	\$18.40	\$0.00	\$73.12
	12/01/2026	\$46.51	\$9.65	\$18.40	\$0.00	\$74.56
	06/01/2027	\$47.96	\$9.65	\$18.40	\$0.00	\$76.01
	12/01/2027	\$49.41	\$9.65	\$18.40	\$0.00	\$77.46
	06/01/2028	\$50.91	\$9.65	\$18.40	\$0.00	\$78.96
	12/01/2028	\$52.41	\$9.65	\$18.40	\$0.00	\$80.46
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY &amp; HIGHWAY)</i>	06/01/2024	\$39.53	\$9.40	\$17.55	\$0.00	\$66.48
	12/01/2024	\$40.86	\$9.40	\$17.55	\$0.00	\$67.81
	06/01/2025	\$42.25	\$9.40	\$17.55	\$0.00	\$69.20
	12/01/2025	\$43.63	\$9.40	\$17.55	\$0.00	\$70.58
	06/01/2026	\$45.07	\$9.40	\$17.55	\$0.00	\$72.02
	12/01/2026	\$46.51	\$9.40	\$17.55	\$0.00	\$73.46
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
POWER SHOVEL/DERRICK/TRENCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2024	\$56.03	\$15.30	\$16.40	\$0.00	\$87.73
	12/01/2024	\$57.48	\$15.30	\$16.40	\$0.00	\$89.18
	06/01/2025	\$58.78	\$15.30	\$16.40	\$0.00	\$90.48
	12/01/2025	\$60.23	\$15.30	\$16.40	\$0.00	\$91.93
	06/01/2026	\$61.53	\$15.30	\$16.40	\$0.00	\$93.23
	12/01/2026	\$62.98	\$15.30	\$16.40	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2024	\$55.41	\$15.30	\$16.40	\$0.00	\$87.11
	12/01/2024	\$56.85	\$15.30	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.13	\$15.30	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.57	\$15.30	\$16.40	\$0.00	\$91.27
	06/01/2026	\$60.85	\$15.30	\$16.40	\$0.00	\$92.55
	12/01/2026	\$62.29	\$15.30	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2024	\$36.17	\$15.30	\$16.40	\$0.00	\$67.87
	12/01/2024	\$37.12	\$15.30	\$16.40	\$0.00	\$68.82
	06/01/2025	\$37.97	\$15.30	\$16.40	\$0.00	\$69.67
	12/01/2025	\$38.92	\$15.30	\$16.40	\$0.00	\$70.62
	06/01/2026	\$39.78	\$15.30	\$16.40	\$0.00	\$71.48
	12/01/2026	\$40.73	\$15.30	\$16.40	\$0.00	\$72.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER <i>TEAMSTERS 170 - J.G. MacLellan (Lowell)</i>	05/01/2024	\$30.00	\$11.17	\$6.55	\$0.00	\$47.72
	01/01/2025	\$30.00	\$11.57	\$6.55	\$0.00	\$48.12
	05/01/2025	\$30.50	\$11.57	\$6.65	\$0.00	\$48.72
	01/01/2026	\$30.50	\$11.97	\$6.65	\$0.00	\$49.12
RECLAIMERS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2024	\$55.41	\$15.30	\$16.40	\$0.00	\$87.11
	12/01/2024	\$56.85	\$15.30	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.13	\$15.30	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.57	\$15.30	\$16.40	\$0.00	\$91.27
	06/01/2026	\$60.85	\$15.30	\$16.40	\$0.00	\$92.55
	12/01/2026	\$62.29	\$15.30	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2024	\$38.78	\$9.65	\$18.40	\$0.00	\$66.83
	12/01/2024	\$40.11	\$9.65	\$18.40	\$0.00	\$68.16
	06/01/2025	\$41.50	\$9.65	\$18.40	\$0.00	\$69.55
	12/01/2025	\$42.88	\$9.65	\$18.40	\$0.00	\$70.93
	06/01/2026	\$44.32	\$9.65	\$18.40	\$0.00	\$72.37
	12/01/2026	\$45.76	\$9.65	\$18.40	\$0.00	\$73.81
	06/01/2027	\$47.21	\$9.65	\$18.40	\$0.00	\$75.26
	12/01/2027	\$48.66	\$9.65	\$18.40	\$0.00	\$76.71
	06/01/2028	\$50.16	\$9.65	\$18.40	\$0.00	\$78.21
	12/01/2028	\$51.66	\$9.65	\$18.40	\$0.00	\$79.71
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2024	\$55.41	\$15.30	\$16.40	\$0.00	\$87.11
	12/01/2024	\$56.85	\$15.30	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.13	\$15.30	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.57	\$15.30	\$16.40	\$0.00	\$91.27
	06/01/2026	\$60.85	\$15.30	\$16.40	\$0.00	\$92.55
	12/01/2026	\$62.29	\$15.30	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ROOFER (Inc.Roofers Waterproofing &Roofers Dampproofg) ROOFERS LOCAL 33	08/01/2024	\$51.03	\$13.03	\$21.70	\$0.00	\$85.76
	02/01/2025	\$52.28	\$13.03	\$21.70	\$0.00	\$87.01
	08/01/2025	\$53.78	\$13.03	\$21.70	\$0.00	\$88.51
	02/01/2026	\$55.03	\$13.03	\$21.70	\$0.00	\$89.76

**Apprentice - ROOFER - Local 33**

**Effective Date -** 08/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.52	\$13.03	\$6.52	\$0.00	\$45.07
2	60	\$30.62	\$13.03	\$21.70	\$0.00	\$65.35
3	65	\$33.17	\$13.03	\$21.70	\$0.00	\$67.90
4	75	\$38.27	\$13.03	\$21.70	\$0.00	\$73.00
5	85	\$43.38	\$13.03	\$21.70	\$0.00	\$78.11

**Effective Date -** 02/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.14	\$13.03	\$6.52	\$0.00	\$45.69
2	60	\$31.37	\$13.03	\$21.70	\$0.00	\$66.10
3	65	\$33.98	\$13.03	\$21.70	\$0.00	\$68.71
4	75	\$39.21	\$13.03	\$21.70	\$0.00	\$73.94
5	85	\$44.44	\$13.03	\$21.70	\$0.00	\$79.17

**Notes:** \*\* 1:5, 2:6-10, the 1:10; Reroofing: 1:4, then 1:1  
Step 1 is 2000 hrs.; Steps 2-5 are 1000 hrs.  
(Hot Pitch Mechanics' receive \$1.00 hr. above ROOFER)

**Apprentice to Journeyworker Ratio:\*\***

ROOFER SLATE / TILE / PRECAST CONCRETE ROOFERS LOCAL 33	08/01/2024	\$51.28	\$13.03	\$21.70	\$0.00	\$86.01
	02/01/2025	\$52.53	\$13.03	\$21.70	\$0.00	\$87.26
	08/01/2025	\$54.03	\$13.03	\$21.70	\$0.00	\$88.76
	02/01/2026	\$55.28	\$13.03	\$21.70	\$0.00	\$90.01

For apprentice rates see "Apprentice- ROOFER"

SHEETMETAL WORKER SHEETMETAL WORKERS LOCAL 17 - A	08/01/2024	\$57.94	\$14.75	\$28.12	\$2.98	\$103.79
	02/01/2025	\$59.69	\$14.75	\$28.12	\$2.98	\$105.54
	08/01/2025	\$61.54	\$14.75	\$28.12	\$2.98	\$107.39
	02/01/2026	\$63.49	\$14.75	\$28.12	\$2.98	\$109.34

Apprentice - SHEET METAL WORKER - Local 17-A

Effective Date - 08/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	42	\$24.33	\$14.75	\$6.13	\$0.00	\$45.21
2	42	\$24.33	\$14.75	\$6.13	\$0.00	\$45.21
3	47	\$27.23	\$14.75	\$12.11	\$1.63	\$55.72
4	47	\$27.23	\$14.75	\$12.11	\$1.63	\$55.72
5	52	\$30.13	\$14.75	\$13.09	\$1.75	\$59.72
6	52	\$30.13	\$14.75	\$13.34	\$1.76	\$59.98
7	60	\$34.76	\$14.75	\$14.75	\$1.94	\$66.20
8	65	\$37.66	\$14.75	\$15.73	\$2.06	\$70.20
9	75	\$43.46	\$14.75	\$17.69	\$2.30	\$78.20
10	85	\$49.25	\$14.75	\$19.15	\$2.52	\$85.67

Effective Date - 02/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	42	\$25.07	\$14.75	\$6.13	\$0.00	\$45.95
2	42	\$25.07	\$14.75	\$6.13	\$0.00	\$45.95
3	47	\$28.05	\$14.75	\$12.11	\$1.66	\$56.57
4	47	\$28.05	\$14.75	\$12.11	\$1.66	\$56.57
5	52	\$31.04	\$14.75	\$13.09	\$1.78	\$60.66
6	52	\$31.04	\$14.75	\$13.34	\$1.79	\$60.92
7	60	\$35.81	\$14.75	\$14.75	\$1.97	\$67.28
8	65	\$38.80	\$14.75	\$15.73	\$2.09	\$71.37
9	75	\$44.77	\$14.75	\$17.69	\$2.33	\$79.54
10	85	\$50.74	\$14.75	\$19.15	\$2.56	\$87.20

Notes:

Steps are 6 mos.

Apprentice to Journeyworker Ratio:1:4

SPECIALIZED EARTH MOVING EQUIP < 35 TONS	06/01/2024	\$40.24	\$15.07	\$18.67	\$0.00	\$73.98
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2024	\$40.24	\$15.07	\$20.17	\$0.00	\$75.48
	01/01/2025	\$40.24	\$15.57	\$20.17	\$0.00	\$75.98
	06/01/2025	\$41.24	\$15.57	\$20.17	\$0.00	\$76.98
	12/01/2025	\$41.24	\$15.57	\$21.78	\$0.00	\$78.59
	01/01/2026	\$41.24	\$16.17	\$21.78	\$0.00	\$79.19
	06/01/2026	\$42.24	\$16.17	\$21.78	\$0.00	\$80.19
	12/01/2026	\$42.24	\$16.17	\$23.52	\$0.00	\$81.93
	01/01/2027	\$42.24	\$16.77	\$23.52	\$0.00	\$82.53

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	06/01/2024	\$40.53	\$15.07	\$18.67	\$0.00	\$74.27
	12/01/2024	\$40.53	\$15.07	\$20.17	\$0.00	\$75.77
	01/01/2025	\$40.53	\$15.57	\$20.17	\$0.00	\$76.27
	06/01/2025	\$41.53	\$15.57	\$20.17	\$0.00	\$77.27
	12/01/2025	\$41.53	\$15.57	\$21.78	\$0.00	\$78.88
	01/01/2026	\$41.53	\$16.17	\$21.78	\$0.00	\$79.48
	06/01/2026	\$42.53	\$16.17	\$21.78	\$0.00	\$80.48
	12/01/2026	\$42.53	\$16.17	\$23.52	\$0.00	\$82.22
	01/01/2027	\$42.53	\$16.77	\$23.52	\$0.00	\$82.82
SPRINKLER FITTER <i>SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1</i>	10/01/2024	\$70.84	\$11.51	\$23.30	\$0.00	\$105.65
	03/01/2025	\$72.64	\$11.51	\$23.30	\$0.00	\$107.45

**Apprentice - SPRINKLER FITTER - Local 550 (Section A) Zone 1**

**Effective Date -** 10/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$24.79	\$11.51	\$12.90	\$0.00	\$49.20
2	40	\$28.34	\$11.51	\$13.70	\$0.00	\$53.55
3	45	\$31.88	\$11.51	\$14.50	\$0.00	\$57.89
4	50	\$35.42	\$11.51	\$15.30	\$0.00	\$62.23
5	55	\$38.96	\$11.51	\$16.10	\$0.00	\$66.57
6	60	\$42.50	\$11.51	\$16.90	\$0.00	\$70.91
7	65	\$46.05	\$11.51	\$17.70	\$0.00	\$75.26
8	70	\$49.59	\$11.51	\$18.50	\$0.00	\$79.60
9	75	\$53.13	\$11.51	\$19.30	\$0.00	\$83.94
10	80	\$56.67	\$11.51	\$20.10	\$0.00	\$88.28

**Effective Date -** 03/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$25.42	\$11.51	\$12.90	\$0.00	\$49.83
2	40	\$29.06	\$11.51	\$13.70	\$0.00	\$54.27
3	45	\$32.69	\$11.51	\$14.50	\$0.00	\$58.70
4	50	\$36.32	\$11.51	\$15.30	\$0.00	\$63.13
5	55	\$39.95	\$11.51	\$16.10	\$0.00	\$67.56
6	60	\$43.58	\$11.51	\$16.90	\$0.00	\$71.99
7	65	\$47.22	\$11.51	\$17.70	\$0.00	\$76.43
8	70	\$50.85	\$11.51	\$18.50	\$0.00	\$80.86
9	75	\$54.48	\$11.51	\$19.30	\$0.00	\$85.29
10	80	\$58.11	\$11.51	\$20.10	\$0.00	\$89.72

Notes: Apprentice entered prior 9/30/10:  
40/45/50/55/60/65/70/75/80/85  
Steps are 850 hours

**Apprentice to Journeyworker Ratio:1:3**



Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
STEAM BOILER OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2024	\$55.41	\$15.30	\$16.40	\$0.00	\$87.11
	12/01/2024	\$56.85	\$15.30	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.13	\$15.30	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.57	\$15.30	\$16.40	\$0.00	\$91.27
	06/01/2026	\$60.85	\$15.30	\$16.40	\$0.00	\$92.55
	12/01/2026	\$62.29	\$15.30	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2024	\$55.41	\$15.30	\$16.40	\$0.00	\$87.11
	12/01/2024	\$56.85	\$15.30	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.13	\$15.30	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.57	\$15.30	\$16.40	\$0.00	\$91.27
	06/01/2026	\$60.85	\$15.30	\$16.40	\$0.00	\$92.55
	12/01/2026	\$62.29	\$15.30	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TELECOMMUNICATION TECHNICIAN <i>ELECTRICIANS LOCAL 103</i>	09/01/2024	\$51.02	\$13.00	\$20.24	\$0.00	\$84.26
	03/01/2025	\$51.98	\$13.00	\$20.27	\$0.00	\$85.25
	09/01/2025	\$53.51	\$13.00	\$20.32	\$0.00	\$86.83
	03/01/2026	\$54.47	\$13.00	\$20.34	\$0.00	\$87.81
	09/01/2026	\$56.00	\$13.00	\$20.39	\$0.00	\$89.39
	03/01/2027	\$56.95	\$13.00	\$20.42	\$0.00	\$90.37
	09/01/2027	\$58.49	\$13.00	\$20.46	\$0.00	\$91.95
	03/01/2028	\$59.45	\$13.00	\$20.49	\$0.00	\$92.94

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103

Effective Date - 09/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$22.96	\$13.00	\$0.69	\$0.00	\$36.65
2	45	\$22.96	\$13.00	\$0.69	\$0.00	\$36.65
3	50	\$25.51	\$13.00	\$16.16	\$0.00	\$54.67
4	50	\$25.51	\$13.00	\$16.16	\$0.00	\$54.67
5	55	\$28.06	\$13.00	\$16.57	\$0.00	\$57.63
6	60	\$30.61	\$13.00	\$16.97	\$0.00	\$60.58
7	65	\$33.16	\$13.00	\$17.38	\$0.00	\$63.54
8	70	\$35.71	\$13.00	\$17.78	\$0.00	\$66.49
9	75	\$38.27	\$13.00	\$18.18	\$0.00	\$69.45
10	80	\$40.82	\$13.00	\$18.58	\$0.00	\$72.40

Effective Date - 03/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$23.39	\$13.00	\$0.70	\$0.00	\$37.09
2	45	\$23.39	\$13.00	\$0.70	\$0.00	\$37.09
3	50	\$25.99	\$13.00	\$16.16	\$0.00	\$55.15
4	50	\$25.99	\$13.00	\$16.16	\$0.00	\$55.15
5	55	\$28.59	\$13.00	\$16.57	\$0.00	\$58.16
6	60	\$31.19	\$13.00	\$16.97	\$0.00	\$61.16
7	65	\$33.79	\$13.00	\$17.38	\$0.00	\$64.17
8	70	\$36.39	\$13.00	\$17.78	\$0.00	\$67.17
9	75	\$38.99	\$13.00	\$18.18	\$0.00	\$70.17
10	80	\$41.58	\$13.00	\$18.58	\$0.00	\$73.16

Notes:

Apprentice to Journeyworker Ratio:1:1

TERRAZZO FINISHERS	08/01/2024	\$63.44	\$11.49	\$23.59	\$0.00	\$98.52
BRICKLAYERS LOCAL 3 - MARBLE & TILE	02/01/2025	\$64.74	\$11.49	\$23.59	\$0.00	\$99.82
	08/01/2025	\$66.89	\$11.49	\$23.59	\$0.00	\$101.97
	02/01/2026	\$68.24	\$11.49	\$23.59	\$0.00	\$103.32
	08/01/2026	\$70.44	\$11.49	\$23.59	\$0.00	\$105.52
	02/01/2027	\$71.84	\$11.49	\$23.59	\$0.00	\$106.92

Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile

Effective Date - 08/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$31.72	\$11.49	\$23.59	\$0.00	\$66.80
2	60	\$38.06	\$11.49	\$23.59	\$0.00	\$73.14
3	70	\$44.41	\$11.49	\$23.59	\$0.00	\$79.49
4	80	\$50.75	\$11.49	\$23.59	\$0.00	\$85.83
5	90	\$57.10	\$11.49	\$23.59	\$0.00	\$92.18

Effective Date - 02/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$32.37	\$11.49	\$23.59	\$0.00	\$67.45
2	60	\$38.84	\$11.49	\$23.59	\$0.00	\$73.92
3	70	\$45.32	\$11.49	\$23.59	\$0.00	\$80.40
4	80	\$51.79	\$11.49	\$23.59	\$0.00	\$86.87
5	90	\$58.27	\$11.49	\$23.59	\$0.00	\$93.35

Notes:

Apprentice to Journeyworker Ratio:1:3

TEST BORING DRILLER LABORERS - FOUNDATION AND MARINE	06/01/2024	\$49.81	\$9.65	\$18.22	\$0.00	\$77.68
	12/01/2024	\$51.28	\$9.65	\$18.22	\$0.00	\$79.15
	06/01/2025	\$52.78	\$9.65	\$18.22	\$0.00	\$80.65
	12/01/2025	\$54.28	\$9.65	\$18.22	\$0.00	\$82.15
	06/01/2026	\$55.83	\$9.65	\$18.22	\$0.00	\$83.70
	12/01/2026	\$57.33	\$9.65	\$18.22	\$0.00	\$85.20
For apprentice rates see "Apprentice- LABORER"						
TEST BORING DRILLER HELPER LABORERS - FOUNDATION AND MARINE	06/01/2024	\$45.60	\$9.65	\$18.22	\$0.00	\$73.47
	12/01/2024	\$47.07	\$9.65	\$18.22	\$0.00	\$74.94
	06/01/2025	\$48.57	\$9.65	\$18.22	\$0.00	\$76.44
	12/01/2025	\$50.07	\$9.65	\$18.22	\$0.00	\$77.94
	06/01/2026	\$51.62	\$9.65	\$18.22	\$0.00	\$79.49
	12/01/2026	\$53.12	\$9.65	\$18.22	\$0.00	\$80.99
For apprentice rates see "Apprentice- LABORER"						
TEST BORING LABORER LABORERS - FOUNDATION AND MARINE	06/01/2024	\$45.48	\$9.65	\$18.22	\$0.00	\$73.35
	12/01/2024	\$46.95	\$9.65	\$18.22	\$0.00	\$74.82
	06/01/2025	\$48.45	\$9.65	\$18.22	\$0.00	\$76.32
	12/01/2025	\$49.95	\$9.65	\$18.22	\$0.00	\$77.82
	06/01/2026	\$51.50	\$9.65	\$18.22	\$0.00	\$79.37
	12/01/2026	\$53.00	\$9.65	\$18.22	\$0.00	\$80.87
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TRACTORS/PORTABLE STEAM GENERATORS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2024	\$55.41	\$15.30	\$16.40	\$0.00	\$87.11
	12/01/2024	\$56.85	\$15.30	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.13	\$15.30	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.57	\$15.30	\$16.40	\$0.00	\$91.27
	06/01/2026	\$60.85	\$15.30	\$16.40	\$0.00	\$92.55
	12/01/2026	\$62.29	\$15.30	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	06/01/2024	\$40.82	\$15.07	\$18.67	\$0.00	\$74.56
	12/01/2024	\$40.82	\$15.07	\$20.17	\$0.00	\$76.06
	01/01/2025	\$40.82	\$15.57	\$20.17	\$0.00	\$76.56
	06/01/2025	\$41.82	\$15.57	\$20.17	\$0.00	\$77.56
	12/01/2025	\$41.82	\$15.57	\$21.78	\$0.00	\$79.17
	01/01/2026	\$41.82	\$16.17	\$21.78	\$0.00	\$79.77
	06/01/2026	\$42.82	\$16.17	\$21.78	\$0.00	\$80.77
	12/01/2026	\$42.82	\$16.17	\$23.52	\$0.00	\$82.51
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	01/01/2027	\$42.82	\$16.77	\$23.52	\$0.00	\$83.11
	06/01/2024	\$57.71	\$9.65	\$19.00	\$0.00	\$86.36
	12/01/2024	\$59.18	\$9.65	\$19.00	\$0.00	\$87.83
	06/01/2025	\$60.68	\$9.65	\$19.00	\$0.00	\$89.33
	12/01/2025	\$62.18	\$9.65	\$19.00	\$0.00	\$90.83
	06/01/2026	\$63.73	\$9.65	\$19.00	\$0.00	\$92.38
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	12/01/2026	\$65.23	\$9.65	\$19.00	\$0.00	\$93.88
	06/01/2024	\$59.71	\$9.65	\$19.00	\$0.00	\$88.36
	12/01/2024	\$61.18	\$9.65	\$19.00	\$0.00	\$89.83
	06/01/2025	\$62.68	\$9.65	\$19.00	\$0.00	\$91.33
	12/01/2025	\$64.18	\$9.65	\$19.00	\$0.00	\$92.83
	06/01/2026	\$65.73	\$9.65	\$19.00	\$0.00	\$94.38
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2026	\$67.23	\$9.65	\$19.00	\$0.00	\$95.88
	06/01/2024	\$49.78	\$9.65	\$19.00	\$0.00	\$78.43
	12/01/2024	\$51.25	\$9.65	\$19.00	\$0.00	\$79.90
	06/01/2025	\$52.75	\$9.65	\$19.00	\$0.00	\$81.40
	12/01/2025	\$54.25	\$9.65	\$19.00	\$0.00	\$82.90
	06/01/2026	\$55.80	\$9.65	\$19.00	\$0.00	\$84.45
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2026	\$57.30	\$9.65	\$19.00	\$0.00	\$85.95
	06/01/2024	\$51.78	\$9.65	\$19.00	\$0.00	\$80.43
	12/01/2024	\$53.25	\$9.65	\$19.00	\$0.00	\$81.90
	06/01/2025	\$54.75	\$9.65	\$19.00	\$0.00	\$83.40
	12/01/2025	\$56.25	\$9.65	\$19.00	\$0.00	\$84.90
	06/01/2026	\$57.80	\$9.65	\$19.00	\$0.00	\$86.45
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2026	\$59.30	\$9.65	\$19.00	\$0.00	\$87.95
	For apprentice rates see "Apprentice- LABORER"					

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	06/01/2024	\$40.24	\$15.07	\$18.67	\$0.00	\$73.98
	12/01/2024	\$40.24	\$15.07	\$20.17	\$0.00	\$75.48
	01/01/2025	\$40.24	\$15.57	\$20.17	\$0.00	\$75.98
	06/01/2025	\$41.24	\$15.57	\$20.17	\$0.00	\$76.98
	12/01/2025	\$41.24	\$15.57	\$21.78	\$0.00	\$78.59
	01/01/2026	\$41.24	\$16.17	\$21.78	\$0.00	\$79.19
	06/01/2026	\$42.24	\$16.17	\$21.78	\$0.00	\$80.19
	12/01/2026	\$42.24	\$16.17	\$23.52	\$0.00	\$81.93
	01/01/2027	\$42.24	\$16.77	\$23.52	\$0.00	\$82.53
WAGON DRILL OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2024	\$39.28	\$9.65	\$18.40	\$0.00	\$67.33
	12/01/2024	\$40.61	\$9.65	\$18.40	\$0.00	\$68.66
	06/01/2025	\$42.00	\$9.65	\$18.40	\$0.00	\$70.05
	12/01/2025	\$43.38	\$9.65	\$18.40	\$0.00	\$71.43
	06/01/2026	\$44.82	\$9.65	\$18.40	\$0.00	\$72.87
	12/01/2026	\$46.26	\$9.65	\$18.40	\$0.00	\$74.31
	06/01/2027	\$47.71	\$9.65	\$18.40	\$0.00	\$75.76
	12/01/2027	\$49.16	\$9.65	\$18.40	\$0.00	\$77.21
	06/01/2028	\$50.66	\$9.65	\$18.40	\$0.00	\$78.71
	12/01/2028	\$52.16	\$9.65	\$18.40	\$0.00	\$80.21
For apprentice rates see "Apprentice- LABORER"						
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY &amp; HIGHWAY)</i>	06/01/2024	\$38.78	\$9.65	\$17.80	\$0.00	\$66.23
	12/01/2024	\$40.11	\$9.65	\$17.80	\$0.00	\$67.56
	06/01/2025	\$41.50	\$9.65	\$17.80	\$0.00	\$68.95
	12/01/2025	\$42.88	\$9.65	\$17.80	\$0.00	\$70.33
	06/01/2026	\$44.32	\$9.65	\$17.80	\$0.00	\$71.77
	12/01/2026	\$45.76	\$9.65	\$17.80	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
WASTE WATER PUMP OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2024	\$56.03	\$15.30	\$16.40	\$0.00	\$87.73
	12/01/2024	\$57.48	\$15.30	\$16.40	\$0.00	\$89.18
	06/01/2025	\$58.78	\$15.30	\$16.40	\$0.00	\$90.48
	12/01/2025	\$60.23	\$15.30	\$16.40	\$0.00	\$91.93
	06/01/2026	\$61.53	\$15.30	\$16.40	\$0.00	\$93.23
	12/01/2026	\$62.98	\$15.30	\$16.40	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER <i>PLUMBERS &amp; GASFITTERS LOCAL 12</i>	09/01/2024	\$69.04	\$14.32	\$19.61	\$0.00	\$102.97
	03/02/2025	\$70.84	\$14.32	\$19.61	\$0.00	\$104.77
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						

Additional Apprentice Information:

Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the pre-determined hourly wage rate established by the Commissioner under the provisions of the M.G.L. c. 149, ss. 26-27D. Apprentice ratios are established by the Division of Apprenticeship Training pursuant to M.G.L. c. 23, ss. 11E-11L.

All apprentices must be registered with the Division of Apprenticeship Training in accordance with M.G.L. c. 23, ss. 11E-11L.

All steps are six months (1000 hours.)  
Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified.

- \*\* Multiple ratios are listed in the comment field.
- \*\*\* APP to JM; 1:1, 2:2, 2:3, 3:4, 4:4, 4:5, 4:6, 5:7, 6:7, 6:8, 6:9, 7:10, 8:10, 8:11, 8:12, 9:13, 10:13, 10:14, etc.
- \*\*\*\* APP to JM; 1:1, 1:2, 2:3, 2:4, 3:5, 4:6, 4:7, 5:8, 6:9, 6:10, 7:11, 8:12, 8:13, 9:14, 10:15, 10:16, etc.

# APPENDIX D PROJECT PLANS

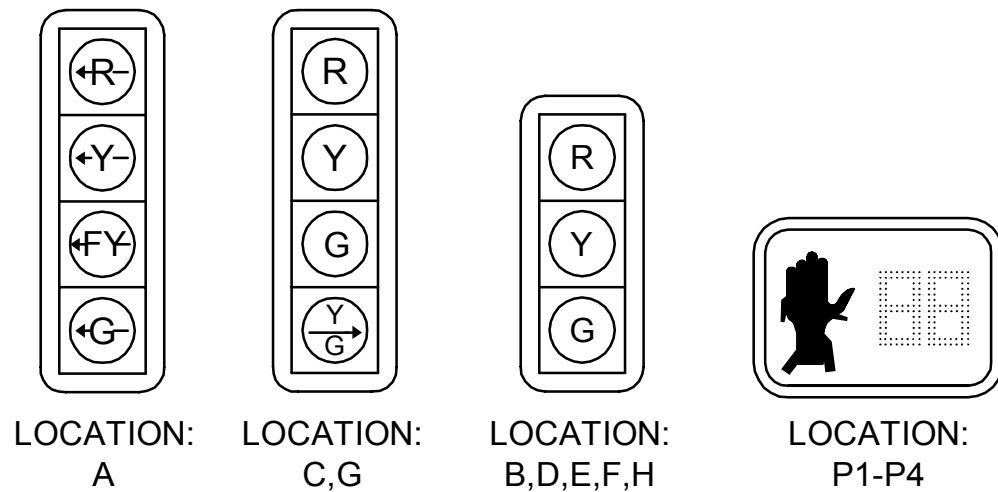
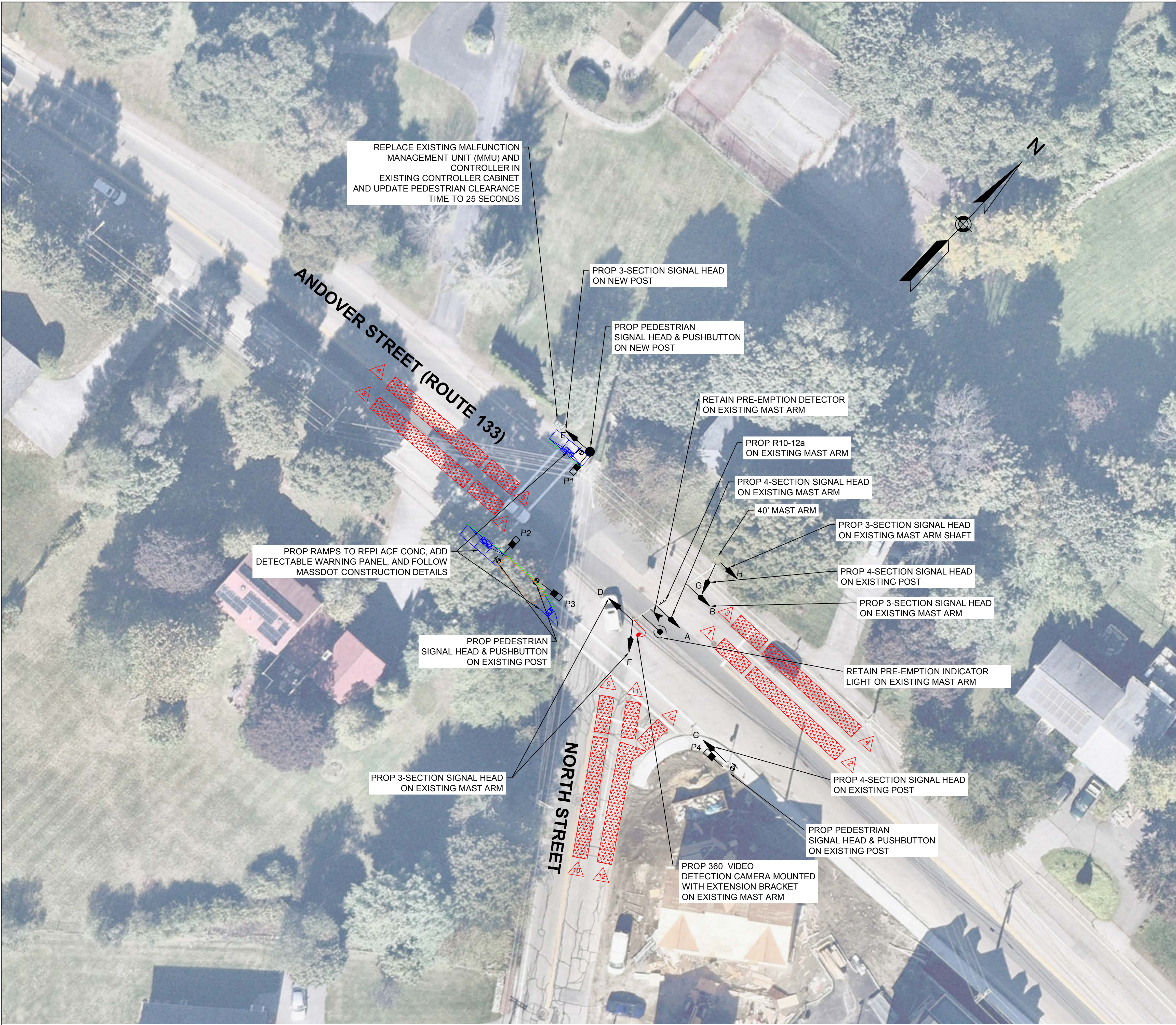
Titled:  
ANDOVER ST. / NORTH ST. TRAFFIC SIGNAL  
IMPROVEMENTS PROJECT  
**CONTRACT: PW-25-03**  
Tewksbury, Massachusetts  
(2 Pages)

Prepared by:  
BETA Group, Inc. & Town of Tewksbury Department of Public Works

Dated:  
September 11, 2024



9/12/2024 2:43 PM O:\11300S\11304 - TEWKSBURY, MA - SIGNAL INSPECTION\DRAWING FILES\PLANS\11304 VIDEO DETECTION PLAN.DWG (BETA STB BW.STB)

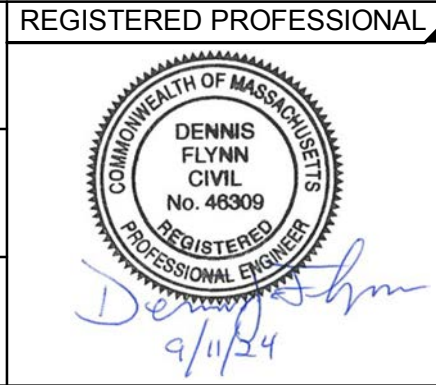


SIGNAL HEAD DESIGNATIONS  
NOT TO SCALE

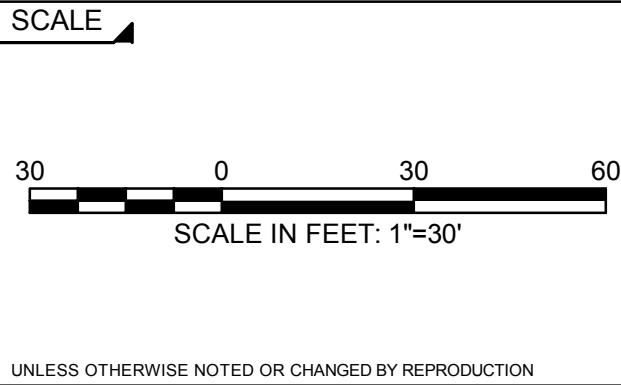
- SIGNAL HEAD NOTES**
1. ALL SIGNAL HEADS SHALL HAVE NON LOUVERED BACKPLATES AND TUNNEL VISORS.
  2. ALL SIGNAL BACKPLATES SHALL BE 5" NON-LOUVERED WITH 3" YELLOW RETROREFLECTIVE BORDER.
  3. ALL SIGNAL LENSES SHALL BE 12" DIA. LED.
  4. ALL PEDESTRIAN SIGNAL HEADS SHALL DISPLAY INTERNATIONAL SYMBOLS - (HAND)/(PERSON WALKING) WITH COUNTDOWN DISPLAYS.
  5. ALL PEDESTRIAN SIGNAL HEADS SHALL HAVE 16" LED LENSES AND SUN VISORS.
  6. ALL SIGNAL HEADS SHALL BE FIXED MOUNTED.

NUMBER	DATE	MADE BY	CHECKED BY	REVISIONS

DRAWN BY:  
AP  
DESIGNED BY:  
AP  
CHECKED BY:  
DF



SUBCONSULTANT

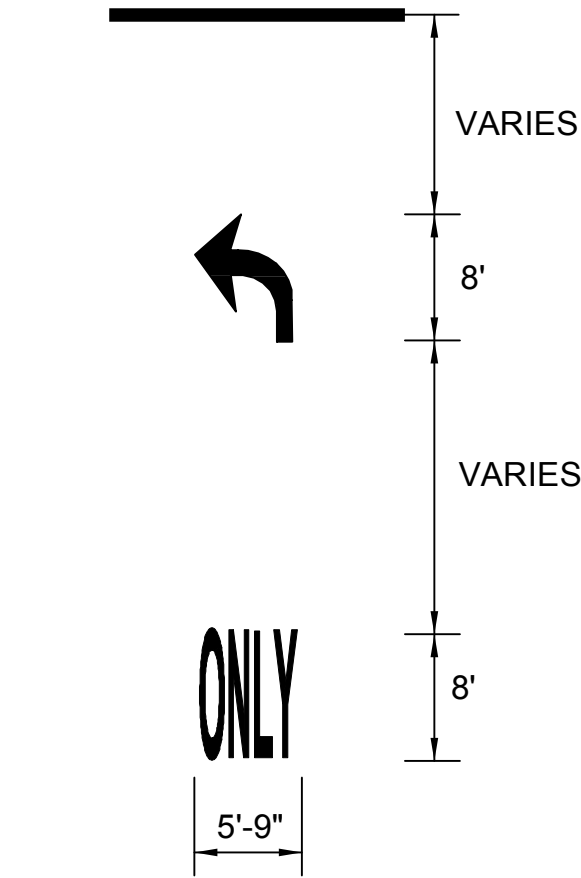


**SIGNAL EQUIPMENT IMPROVEMENTS  
ANDOVER STREET (ROUTE 133) AT NORTH STREET  
TEWKSBURY, MASSACHUSETTS**

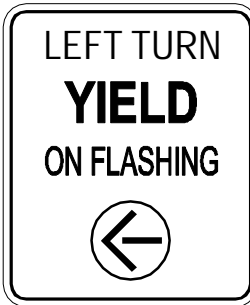
BETA JOB NO. 11304  
ISSUE DATE:  
SHEET NO. 1 OF 2



9/12/2024 2:39 PM I:\BETA\INC\COMMA\PROJECTS\1300S\1304 - TEWKSBURY, MA - SIGNAL INSPECTION\DRAWING FILES\PLANSET\1304 SIGN AND PVM\PLAN.DWG (BETA STB BW STB)



ARROW & "ONLY"  
MARKING DETAIL  
NOT TO SCALE



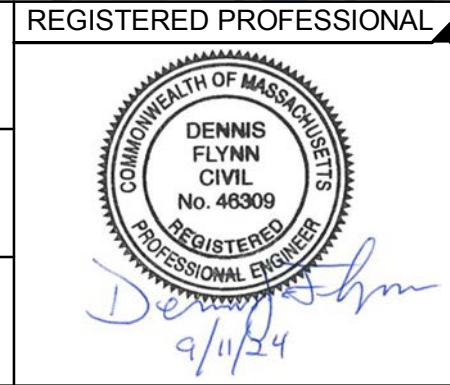
MA-R10-12a  
30" X 36"

MA-R10-12a COLOR AND DIMENSIONS,  
LETTER HEIGHT, VERTICAL SPACING AND  
ARROW SHALL BE PER MASSDOT  
STANDARDS.

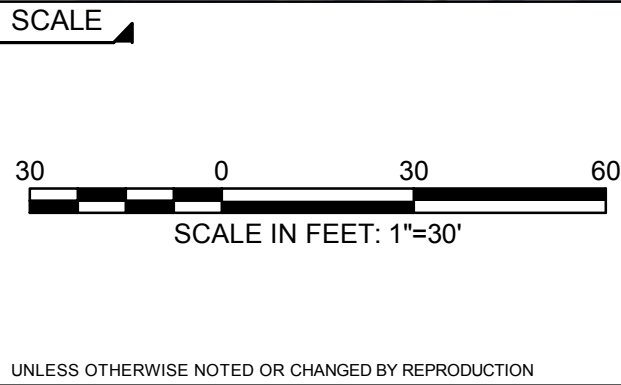
LEGEND:  
CW - CROSSWALK  
DBYL - DOUBLE YELLOW LINE  
SWL - SOLID WHITE LINE  
SL - STOP LINE 12"

NUMBER	DATE	MADE BY	CHECKED BY	REVISIONS	

DRAWN BY:	AP
DESIGNED BY:	AP
CHECKED BY:	DF



SUBCONSULTANT



TITLE	SIGNAL EQUIPMENT IMPROVEMENTS ANDOVER STREET (ROUTE 133) AT NORTH STREET TEWKSBURY, MASSACHUSETTS
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BETA JOB NO.	11304
ISSUE DATE	
SHEET NO.	2 OF 2